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Who We Are

A Letter from our President

Dear Friends of WIA,

This year reminded us, once again, of the extraordinary power of community. Across borders, time zones, and job titles, our members came together with creativity, resilience, and care. We welcomed thousands of new voices into the WIA family, witnessed the spark of mentorship light up careers worldwide, and saw firsthand how shared purpose can drive real, lasting change.

At a time when many felt isolated, uncertain, or overwhelmed, WIA provided connection and clarity. And that is something to celebrate.

But it would be disingenuous not to acknowledge the broader landscape in which all this progress occurred. The animation, VFX, and gaming industries are facing some of the most difficult conditions in recent memory, marked by instability, economic pressure, and ongoing labor challenges. In the U.S. and abroad, we've also seen a distressing backlash against diversity, equity, and inclusion work, challenging the very principles we know are essential to a thriving, representative creative industry.

On a deeply personal note, we also mourned the loss of our dear friend and board member, **Fumi Kitahara**, whose generous spirit and unwavering dedication helped shape WIA into what it is today. And for many in our community, the **LA Fires** were a devastating reminder of how fragile and interconnected our lives and livelihoods truly are.

Still, we kept going.

We welcomed **3,000 new members**, growing our global community to more than **17,000 strong**. We **expanded our international reach** through new *Chapters, Collectives and Connects* in Ireland, Colombia, Australia, and the UK—bringing WIA's mission to more corners of the world and deepening our impact.

Our **Mentorship Circles program** flourished, supporting over **100 circles** and empowering participants through peer learning, shared experience, and expert guidance. We also **awarded over \$100,000** in scholarships and grants,

\$92,000 in-kind, and **\$18,500 in cash** to 55 deserving recipients whose stories inspire us and whose futures we proudly support.

And in honor of our beloved Fumi, we launched the **Fumi Kitahara Membership & Scholarship Fund**—a lasting tribute that will continue opening doors for those who need them most.

We also completed a bold **brand refresh**, updating our visual identity to better reflect who we are today: a forward-looking, globally connected movement working to create opportunity, drive access, and increase representation for all marginalized genders in animation, VFX, and gaming.

And finally, we returned to the Annecy International Animation Film Festival for our **9th Annual World Summit**, where our full-day symposium, *The Future is Animated*, brought together industry leaders, creatives, and advocates to explore equity and innovation across our intersecting fields.

This year, more than ever, we were reminded that progress is not linear. But WIA has always been about more than programs or milestones; it's about people. It's about showing up for each other. And it's about the unshakable belief that by working together, we can reshape this industry into one that reflects the richness, diversity, and brilliance of everyone within it.

Thank you for standing with us and believing in what's possible. The road ahead may not be easy, but we are walking it together, and we are not turning back.

With gratitude,

Marge Dean

President, WIA



Mission, Vision & History

2024-2025

WIA was founded in 1995 to support the small number of women in the field of animation through building community and providing professional networking opportunities. Since then, WIA has grown from just 120 members to more than 17,000 and has evolved into the leading organization dedicated to advancing gender equity in the animation, VFX, and gaming industries.

As we continue to evolve, WIA recently refreshed our logo and website to better reflect the work we have been doing and who we are. At its core, WIA has always championed women and all people of underrepresented gender identities in animation, visual effects, and gaming. This visual update brings our visuals in line with the work we've been doing for years.

Today, WIA has become the foremost social justice advocate in the animation industry, working to create a world in which women and nonbinary people share fully in the creation, production and rewards of animation, VFX, and gaming.

Our 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.

Our 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 move our culture forward.

WeAreWIA.org

Remembering Fumi

We remember with deep affection and gratitude our dear friend and longtime board member, Fumi Kitahara. More than an outstanding publicist and strategist, Fumi was the heart of so many gatherings, a wise and cheerful presence who made everyone feel welcome. Her passing leaves a void in our community, but her radiant spirit continues to inspire us all.

For more than 10 years, Fumi was WIA's PR Chair. With her incredible knack for connection and storytelling, she was instrumental in sharing our mission with the world. Whether at the Annecy International Animation Film Festival or in a quiet planning session, she gave so generously of her time and brilliance, always driven by her belief in a more equitable and inclusive animation industry.

"WIA would not be where we are today without her extraordinary and relentless work," said Jinko Gotoh, Vice President of WIA and fellow Academy of Motion Picture Arts and Sciences colleague. Gotoh noted Kitahara helped spotlight WIA's work and mission at the Annecy International Animation Film Festival. "She was the ultimate connector to the media as well as the ideal Annecy ambassador for our World Summit."

Beyond her incredible advocacy at WIA, Fumi's career spanned more than three decades. She was a driving force behind some of the most iconic animated films and shorts, earning her a reputation as one of the industry's most respected publicity and awards strategists. From her early days on classics like "The Lion King" and "Toy Story" at Disney, to helping introduce the world to DreamWorks' "Shrek," to her recent work on Oscar-winning Guillermo del Toro's "Pinocchio," she believed in the power of animation to connect us all.

Our hearts go out to her family, whom she spoke of with so much love and pride. She was a gift to our community, and we will strive to mirror her generosity, passion, and light for many years to come.



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To honor Fumi's impact on our industry and community, we established the Fumi Kitahara Membership and Scholarship Fund. This fund will ensure that her generous spirit continues to open doors for future generations.



Year in Review

Highlights

Welcoming New Leadership

This year, WIA was honored to welcome three exceptional leaders to our Board of Directors: Sachi Ezura (Producer/Development Executive), Sajda Ouachtouki (Manager, Public Policy, Netflix), and Barbara Stephen (CEO, Flying Bark Productions). Their professional expertise and visionary perspectives align with our mission and vision for gender equity in animation, VFX, and gaming.



Sachi Ezura
Producer/Development Executive



Sajda Ouachtouki
Manager, Public Policy
at Netflix



Barbara Stephen
President/CEO at
Flying Bark Productions



A Fresh Look for WIA

After months of hard work, WIA unveiled our brand refresh on May 20, including an updated logo and website. This revitalized identity better reflects who we are today — an organization that champions women and creatives of underrepresented gender identities. Switching from Women in Animation to WIA reinforces our commitment to creating an inclusive community where people of all underrepresented gender identities are welcome. While our visuals have evolved, our core mission remains unchanged: to break barriers, empower voices, and drive meaningful change in the industry.

WIA remains committed to fostering equity, opportunity, and community. We are building on our strong foundation while embracing a bright future.

WIA Communities

2024-2025

This past year, we welcomed ANiKA: A WIA Collective based in Turkey, as well as a reenergized WIA Colombia to our growing global community. Both have quickly become active and valued contributors to our shared mission of achieving gender equity in the fields of animation, VFX, and gaming spaces.

Our Virtual Communities has also seen great growth. Our WIA Global Discord server has become a hub for WIA activities, connections and conversations boasting nearly 2,000 active members.

These WIA Communities are dedicated to building local networks of support and learning, empowering our members to thrive both personally and professionally.

Along with 38 WIA Student Collectives, our WIA Communities now include:

Connects	Collectives	Chapters	Affiliate
Melbourne UK	ANiKA Atlanta Bay Area Colombia India Montreal Portland	Ireland New York Vancouver	Nepal

By the Numbers

49

WIA COMMUNITIES,
INCLUDING OUR
VIRTUAL COMMUNITY

510

EVENTS HOSTED BY WIA
COMMUNITIES

“A lot of industry professionals talk about the importance of networking and getting involved with clubs like WIA is one of the earliest steps in growth. The people you meet will one day become your peers in the industry, and it’s through these connections that you gain not only friendship, but opportunities in the field.”

Cristina Zuniga, WIA CSUF Alum

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WIA Leadership Institute



This year, we launched the 2025 cohort of the WIA Leadership Institute. The nine-month program is highly interactive and focused on practical application, designed for women and gender non-binary individuals in middle management creative roles throughout the animation, VFX, and, gaming industries.

This program would not have been possible without the dedication of those who volunteered their time to lead workshops and discussions. We thank you and are grateful for your generosity.

Nisha Dass, Vice President,
People, PolicyLink

Daisy Auger-Domínguez, Business,
Culture Leader, and Author of Inclusion
Revolution and Burnt Out to Lit Up

Dr. Azadeh Davari, Leadership
Development Strategist

Pilar Flynn, Creative Producer/
Showrunner, Warner Bros. Animation

Glen Mazzara, Executive Producer/
Showrunner

Danielle Feinberg, Visual Effects
Supervisor, Pixar Animation Studios

Peilin Chou, Producer/Director, Peilin
Chou Productions

Bret Parker, Animation Supervisor/
Director, Artfarm Productions

Yvett Merino, Producer, Walt Disney
Animation Studios

Candice Afia, Creative Innovation
Director, Universal Pictures

We were pleased to be able to have some 2024 WLI alum meet with the 2025 cohort and offer advice for making the best of their experience in the year ahead.



Special thanks to Titmouse for providing space for the day-and-a-half in-person session.

WIA Mentorship Program

2024-2025

The WIA Mentorship Circles Program remains a cornerstone of our commitment to nurturing the next generation of talent in the animation industry. Now in its tenth year, our flagship program has served over 3,500 mentees, connecting emerging creatives with seasoned professionals to foster inclusive, growth-oriented communities of support.

Thanks to the generosity of our sponsors and donors, we launched more than 50 Circles in the first round of 2025 alone, serving nearly 300 mentees—continuing our tradition of expanding access and opportunity. With each round, we deepen our global reach, spanning 11 countries, and amplify our impact through enhanced outreach and engagement.

The success stories that emerge from this program are a testament to the transformative power of mentorship. By providing guidance, inspiration, and opportunities for growth, the WIA Mentorship Circles Program continues to shape the future of our industry, one connection at a time.



10 | 3,500+

YEARS

MENTEES SERVED SINCE PROGRAM'S INCEPTION

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“The mentorship circle wasn’t just about learning—it helped me take real steps into the industry. I gained hands-on experience, worked with professionals, and became part of something special.”

Margarita Beglaryan, *Former Mentee*

“I’ve been a WIA mentor for many years and also participated in a leadership circle as a mentee last year. I feel the experience I’ve gained as both a mentor and a mentee has led me to developing the skills that got me a promotion into a leadership position at my current company.”

Sonali Dutta, *Lead Look Development Artist at Image Engine*

WIA Scholarship

2024-2025

The WIA Scholarship Program continues to support the next generation of creatives who exhibit exceptional artistic talent, a deep passion for animation, VFX, and gaming, financial need, and a promising future in the industry. Thanks to the generous contributions from our sponsors, the program has expanded significantly, offering students financial aid and invaluable resources like software, hardware, workshops, and tutoring opportunities.

We received **183 applications** from students across **15 countries** — nearly double from the previous year — and **74 schools**. Our recipients reflect the diversity of the animation community, with 73% identifying as women, 16% as non-binary, and 1% as transgender, alongside a wide range of racial and ethnic backgrounds.

The WIA Scholarship Program underscores our commitment to nurturing emerging talent and highlights the bright future of the animation industry.

\$18,500

SCHOLARSHIP FUNDS

\$92,819

IN-KIND SUPPORT

2024-2025 Scholarship Recipients



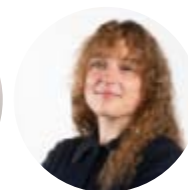
Abigayle Schroder
Pratt Institute



Alex Nguyen
Savannah College
of Art and Design



Amber Schmoyer
Ringling College
of Art and Design



Autumn Noel
Maine College
of Art and Design



Bahar Rezvanifar
Savannah College
of Art and Design



**Charlea Galea
McClure**
Concordia University



Hannah Miller
University of
Southern California



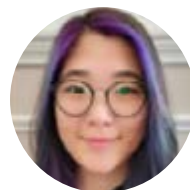
Karen Ramirez
ArtCenter College
of Design



Maya Gregoire
Dawson College



Micah Sanders
School of Visual Arts



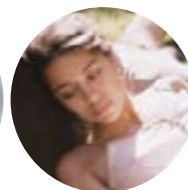
Mishi Lee
Savannah College
of Art and Design



Ryleigh Moule
Moore College of Art
and Design



Xinyi Wu
ArtCenter College
of Design



**Zoharah Kolkur
Sorensen**
The Animation Workshop
VIA University College



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WIA Scholarship Supporters

2024-2025



“Five years ago, when I was studying animation in high school in Iran, I learned about WIA. Today, I’m studying in one of the top animation schools in the US and receiving support from WIA through their scholarship program. I can’t describe how much this support means to me. I told myself that if I worked day and night for it, I would make it. I can’t believe I did! I feel proud of myself and genuinely grateful to WIA.”

Bahar Rezvanifar, Savannah College of Art and Design student and WIA Scholarship recipient



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Events & Programming

During the 2024-2025 fiscal year, WIA hosted 42 thought-provoking and timely events, attracting 3,730. Our monthly WIA Networking event, which launched in January of this year, has also drawn an impressive number of attendees, indicating people's interest in connecting and creating community.

Some of our most well-attended events have been those where we have partnered with Global Fund Sponsors such as Animating Across Time Zones - The Power and Flexibility of a Virtual Global Community, hosted by Agora Studios, The Women of Moana 2, hosted by Walt Disney Animation Studios and The Wild Robot: Capturing Technical Strategies To get The Best on Screen, hosted by DreamWorks Animation.

We will continue to develop programming — interactive panels, workshops, and Q&As — where attendees gain actionable strategies to thrive, adapt, and succeed in the ever-evolving world of animation, VFX, and gaming.



Events & Programming

At WIA, we strive to give our members the tools they need to succeed. Through our Professional Growth Program, we host a variety of in-person and virtual events—like exclusive screenings, networking mixers, and partner workshops—designed to equip you with the knowledge and connections to navigate your career with confidence.

This comprehensive program features two main event series, Behind the Craft and Level Up, each tailored to the diverse needs of our community. This year, we hosted can't-miss events like:

- **Powered by Women: Careers in VFX, Animation and Games Technology**
- **Meet the Women of Moana 2 + Screening**
- **Understanding the Video Game Development Pipeline Panel**

Our goal is to continue creating opportunities for our members and community to connect with industry leaders, build a powerful support network, and gain the essential skills for success in the fields of animation, VFX, and gaming.

42

EVENTS

3,730

ATTENDEES

“The speakers were very insightful, and I was thrilled to see how passionate the speakers were. Thank you all!”

WIA Event Attendee



World Summit 2025

2024-2025

This year, we wrapped up another successful WIA World Summit at the Annecy International Animation Film Festival. The 350-person venue was filled to capacity throughout the day, with attendees engaged in discussions led by industry leaders.

This ninth annual Summit, themed “The Future is Animated,” spotlighted emerging innovations, inclusive storytelling, and gender equity as driving forces in animation. The energy in the room reflected the industry’s hunger for change, with representation from diverse genders, races, and nationalities, united by a shared commitment to shaping a more equitable creative landscape.

The Summit’s impact extended far beyond the event space, with media coverage in *Variety*, *Cartoon Brew*, and *Animation Magazine* amplifying our message to a global audience.

Each year, the WIA World Summit at Annecy reaffirms that when we champion equity and community, we don’t just change animation — we redefine what’s possible.

300+
IN PERSON ATTENDEES

3,300+
ONLINE ATTENDEES

ANNECY
FESTIVAL



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World Summit 2025

2024-2025

This signature event would not be possible without the continued support of CITIA CEO Mickaël Marin and of the industry leaders who shared their knowledge and insights during the day-long symposium, including:

Marshall Becton, Producer of “Invincible” at Skybound Entertainment

Sydney Bright, Head of Global Animation at WebToon

Megan Dong, Director at Warner Bros. Pictures Animation

Ollie Green, Executive Producer with Tree People International, Inc.

Hayley Lam, Founder Studio Munbou

Maya Penn, CEO Openndo! Productions

Marci Proietto, Executive Vice President of Animation for 20th Century Fox

Sylvia Prietov, CEO at Lucy Animation Studio

Linda Simensky, Head of Character Development and Scripted Content at Duolingo

Sophie Saget, Producer and CEO at Andarta Pictures

Rebecca Sugar, Animator and Screenwriter

Dang Khoa Trinh, CEO OTSU Labs

Mailys Vallade, Director/Screenwriter, Maybe Movies



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Stories X Women

“The pitching sessions with you gave me the confidence and tools to pitch to anyone with complete assurance. And thanks to that confidence, I have been able to sell other projects. One of them was my debut film as a director, Tal vez, which was on the verge of not being made, but I managed to sell it to a production company working with private capital and I am now in post-production.”

Arima Leòn

This year, seven talented women making up five teams were selected for the 2025 Stories x Women cohort. First launched in 2022, the groundbreaking initiative fosters diversity in animation by supporting women creators from emerging film communities across Africa, Asia-Pacific, and Latin America. Run in collaboration with FIAPF and sponsored by The Walt Disney Company and UNESCO, this year the program received 114 eligible applications from over 100 countries — a testament to the global demand for inclusive storytelling.

The selected teams benefited from mentorship by acclaimed animation experts and 1:1 coaching to refine their projects. This culminated in pitch opportunities at Annecy 2025's MIFA market. Their presentations took center stage on June 10 in the Haendel Room, amplifying authentic narratives on the world stage.

This year's cohort represented bold visions from Brazil (Better City), Bolivia (Condenaditos), India (Jinnbusters), South Africa (Nerve), and Turkey (The Brains). By centering women-led creative teams, Stories x Women continued its mission to break barriers and help amplify women's stories and voices in animation.



7

WOMEN

5

TEAMS

110+

APPLICANT COUNTRIES
REPRESENTED

114

ELIGIBLE
APPLICATIONS

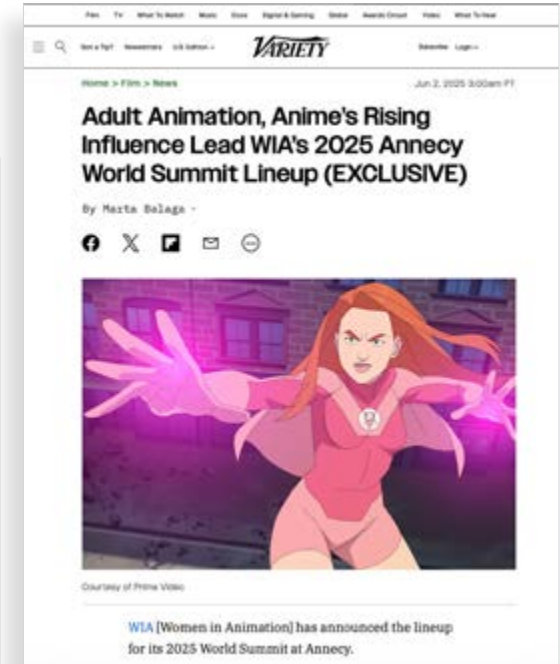
Communications

This year marked a significant expansion of WIA's digital presence, with a collective gain of 2,000 new followers across our social platforms—including our newly established presence on BlueSky as an alternative to X/Twitter.

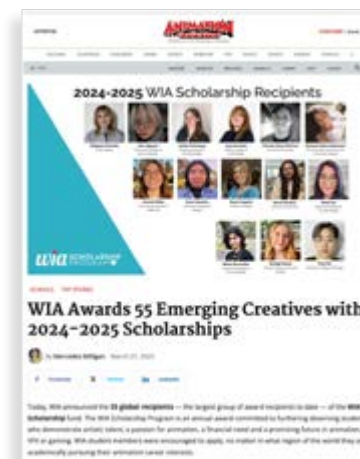
Our 2025 WIA World Summit further amplified our visibility, securing 6 press features in leading animation and entertainment publications, contributing to a total of 12 press hits over the past year. These milestones reflect our growing influence and ability to connect with global audiences in an evolving digital landscape.

This year, through the Volunteer Program, we welcomed two skilled volunteers to our Communications team, enhancing our capacity for targeted campaigns and dynamic storytelling. Their contributions have already driven tangible results, with social media interactions nearly doubling on key platforms. They have also been critical in the strengthening of our WIA Stories of Impact series, which was launched in late 2024. This strategic expansion allows us to refine our messaging, engage more deeply with our community, and ensure WIA's initiatives resonate across diverse audiences.

As we build on this momentum, WIA remains committed to innovative outreach and strategic content that bridges our core community with new supporters. With a stronger digital infrastructure and a dedicated team, we're poised to elevate upcoming initiatives — fostering even greater connection, visibility, and impact in the year ahead.



88,000+
FOLLOWERS ON SOCIAL MEDIA



12
PRESS HITS

Career Resources

2024-2025

As part of WIA's continued commitment to our community, the WIA Career Resources Center provides vital support to our members, no matter their stage in their professional journey.

Through these resources, WIA aims to ensure that our community members have access to the support they need to thrive in the animation industry, no matter the challenges they may face.

Key Resources:

WIA Talent Database

The Talent Database is a place where creatives within the animation, VFX, and gaming fields can showcase their work to potential employers, recruiters, and hiring managers.

WIA Job Board

The WIA Job Board connects members with global employment opportunities tailored to their skills and ambitions.

WIA Resource Hub

The Resource Hub offers information and tools designed to help members navigate the complexities of the industry, from mental health resources to professional development opportunities.

NEARLY

8K

PROFILES IN THE
WIA TALENT DATABASE

1,200+

JOBS SHARED ON THE JOB BOARD

WeAreWIA.org

“WIA stands as a powerful and inspiring champion of fairness, representation, and equity within our industry. That’s why I am a passionate advocate for their mission. For many aspiring artists, navigating the path to showcase their talent can be an isolating and uncertain journey. I believe it is our responsibility to help build that ladder, guiding them toward success and fulfillment. Supporting talented individuals in realizing their dreams in animation embodies the true spirit of WIA, and I am proud to stand behind their unwavering dedication.”

Ellen Goldsmith, Producer,
Founder & CEO The Gotham Group

“At Virtuos, we value inclusion and equity across the board. WIA’s initiatives help build a stronger and more diverse creative community—which we strongly believe benefits the entire industry. While our individual experiences in animation and games may vary, it is clear how important it is to support organizations dedicated to opening doors and creating opportunities for everyone.”

Desirae Norem, Animation Director
at Black Shamrock - a Virtuos studio

Leadership & Support

Volunteers

This year, more than 300 volunteers generously contributed their time to WIA. Their vital contributions to initiatives, such as the mentorship program and Community Leads, are invaluable to WIA's mission of advancing gender equity in the animation, VFX, and gaming industries.

We sincerely appreciate their contributions and commitment to creating lasting change. Below is a list of our extraordinary volunteers who have made a profound impact this year.

Community Leads

Atlanta

Ashley Davis
Maria Layus
Danya Levine
Liz Macke

Vaibhavi Bhamare
Kiran Prasad
Harshita Sharma

Ireland

Robyn Cole
Shannon George
Lynne Guthrie
Yvonne Hennessy
Kirsten Shiel

Montreal

Laura-Ana Schoenegger
Sydney Baynes
Shannon Wenkoff

Colombia

Diana-Patricia Santana
Maria Eugenia Quiroga Díaz
Lina Marcela Ricaurte
Johana Parra
Juliana López Ramírez

India

Vani Balgam

Melbourne

Joy Zou

NYC

Tazwell Caputo
Ashley Gerst
Kelly-Ann Krawchuk
Michal Kurtz
Alana Ladson
Eve Leonard
Annah Shipman
Dannie Wang

Portland

Elizabeth Dolce
Sara Hofstein
Kennedy Lewis
Christina Palomino
Charlotte Vigue

Turkey

Nazli Eda Noyan Celayir
Begüm Varbil
Nehir Ada Akdağ

Arzu Demirel Birinci
Şevval Benkli

UK

Amy Ashton
Lauren Orme
Tanya Scott
Hannah Lou Walker

Vancouver

Sonia Bhatia
Bianca Celestial
Sonali Dutta
Caroline Gilmour
Julieanna Li
Adrienne Lindsay
Lindsay Mussell
Viviana Palacios
Rhona Rees
Julie Stewart
Anna Paula Viveros Milla
Nadine Westerbarkey

Volunteers

Marlene Sharp
Miranda Dorantes
Shakura Davis
Nicole Shoutz

Hazel Koh
Athena Patronas
Kelly O'Neal
Esther Briones

Helen Vo
Karen Gilman
Sarah Shaw
Sabine Belofsky

Brianna Gallagher
Kylie Ellis

Mentors

Shehzar Abro
Kelsey Allen
Kori Amacker
Arina Andriushchenko
Mounia Aram
Diana Arellano
Hanna Armour
Rachel Ashley
Anne-Flore Aussant

Vani Balgam
Deepali Bhanushali
Florence Bichon
Maud Bourgeais
Heather Brown
Fred Chapman
Jenny Cho

Clarisse Chua
Loren Colcol
Debra Coleman
Manuel Cristobal
Gabriella DeJesus
Philippe Denis
Liane Dietz
Christina Dunlop
Kalene Dunsmoor
Sonali Dutta
Sachi Ezura
Tiffany Feeney
Ivory Floyd
Alan Foreman
Haili Fransham
Carolyn Gair
Angela Geier

Ashley Gerst
Aaron Gilman
Rachel Gitlevich
Angeliki Maria Gkaleridi
Marine Goaldard
Steve Goldberg
Victoria Gould
Meghan Grube
Mariam Hamed
Aya Hammad
Samantha Hawkins
Michele Hennessy
Tiffany Hinojosa

Sara Hofstein
Dou Hong
Neha Hooda
Caroline Hu
Emily Jenkins
Dimitri Josephine
Reka Kaloczy
Natasha Kanolik
Eva Kao
Chantal Kassarian
Areeba Khan
Caroline Kiessling
Tiana Knights
Ani Kummel
Ariel LaCroix
Leigh Lahav
Lan Lamon
Ashley Lange
Katie Leigh
Angela Lepito

Kristen Lester
Ting Liu
Carol Madrigal
Lianne Maritzer
Moya McHugh
Makena Metz
Eric Miller
Maria Mira
Sara Moore
Pramita Mukherjee
Paola Munoz
Siobhan Murphy
Will Muto
Damien O'Connor
Rachel Oftedahl
Amber Owen
Christy Page
David Palmer
Mariam Paracha
Olivia Pecini
Alejandra Pérez
Natnaree Pichetpongsa
Charlie Price
Vicki Pui
Gabriele Ranfagni
Lina Rangel
Areeba Rikhan
Janice Rim
Nicole Rivera
Steffany Rodriguez
Kathryn Rumohr
Neha Sadre
Anneliese Salgado

Sandra Salvador Pérez
Mariela Sartori
Sarah Serata
Hannah Settle
Miloni Shah
Manisha Sharma
Shuzo Shiota
Osnat Shurer
Marcela Silva
Camila Silveira Francisco
Amy Smith
Cassie Soliday
Isabella Spagnolo
Mitch Stookey
Sherene Strausberg
Kamila Szutenberg
Kathryn Taccone
Juli Tagger
Josseline Tanus
Gabrielle Tougeron
Becky Train
Polina Tronchik
Estella Tse
Jen Van Horn
Kenson Wang
Doeri Welch
Xagoraris
Anna Yoon
Sammi Zaleski
Chen Zhang

Global Fund Sponsors

Changemaker Circle



PIXAR



Visionary Circle



Leadership Circle



Partners Circle



Christine Chang

Lord Miller

Supporters Circle

Aardman
Agora Studios
GKIDS
Gail Currey
Jinko Gotoh
Locksmith Animation
Passion Pictures
Titmouse
Wētā FX

Friends of WIA

Bad Robot
Gail Currey
The Gotham Group
Paige Searer

Foundation Partners & Individual Donors

2024-2025

Institutional Sponsors

The School of Visual Arts

California Institute of the Arts

Foundation Partners

Berger Family Foundation

California Arts Council

LA Creative Recovery

BRIC Foundation - The Arts, Media and Entertainment High Road Training Project

Hope Share Care Foundation

Snap Foundation

LA County Department of Arts and Culture - OGP Grants

Visionary Women Foundation

Member Donors

Trailblazer

Alane Adams

Rhonda Edwards

Genevieve LeDoux

Halle Stanford

Mel Tomlin

Eric Tsai

Lesley Worton

Innovator

Margaret Andres

Mary Blee

Megan Cavallari

Hsiang Chin Moe

Isabella Flores

Kelley Gardner

Ollie Green

Chris Hartley

Seunghee Kim

Lan Lamon

Misty Lee Dini

Sarah Maizes

Romney Marino

Lauren McCallum

Anastasia Naymushina

Ebele Okoye

Sara Olson

Rylee-Ann Romero

Noeli Rosas

Kathryn Rumohr

Karen Ryan

Carolina Saade

Michelle Sandoval

Nancy Sayle

Meredith Shea

Shannon Smith

Kim Sparks

Darleen Stoker

Jill Turner

Amritha Vaz

Jody Weinberg

Nicole West

Shmuel Landesman

Stella Levy

Veronica Delgado

The Fumi Kitahara Membership and Scholarship Fund

Champion

Agora Studio

Kristine Belson

Tracy Campbell

Christine Chang

Gail Currey

Marge Dean

Jinko Gotoh

Nicole Grindle

LAIKA, LLC

Ed Olson and Linda Caldart-Olson

Paige Searer

Sharon Taylor

Suzanne Lang

Edward Shergalis

Nic West

Dawn Yamazi

Nahal Yousefian

Trailblazer

Crosby Clyse

Chris Conroy

Jodi DiCenzo

Camille Eden

Claudio Faeh

Frank Gladstone

Darin Grant

Michael Gross

Rebecca Kuska

David Lipman

Gerald Malone

Nancy Newhouse Porter

Mark Osborne

Simon Racioppa

Nicholas Siefke

Warner Bros. Pictures Animation

Innovator

Stephanie Alpert

John Andrews

Amy Astley

Barbara Astrini-Currie

Via Bia

José Antonio Cerro

Simon Christen

Barbara Cimity

Cassidy Curtis

Jessie Cvetas

Aaron Dem

Marco Etter

Steve Goldberg

Rex Grignon

Laura Elkus Gross

Amanda Jones

Sandy Kao

Paul Kewley

Joshua King

Darleen Kuwahara

Yolanda Mendiveles

Corinne Merrell

Hsiang Chin Moe

Aly Morita

Tia Morita

Sara Olson

Christina Page

Annalee Paulo

Ellen Poon

Eric Powers

Gennie Rim

Hiroko Sakai

Meredith Shea

Osnat Shurer

Peter Staubli

Tadashi Sudo

Ken Tsumura

Angela Walker

Satoko Watanabe

Carol Wierzbicki

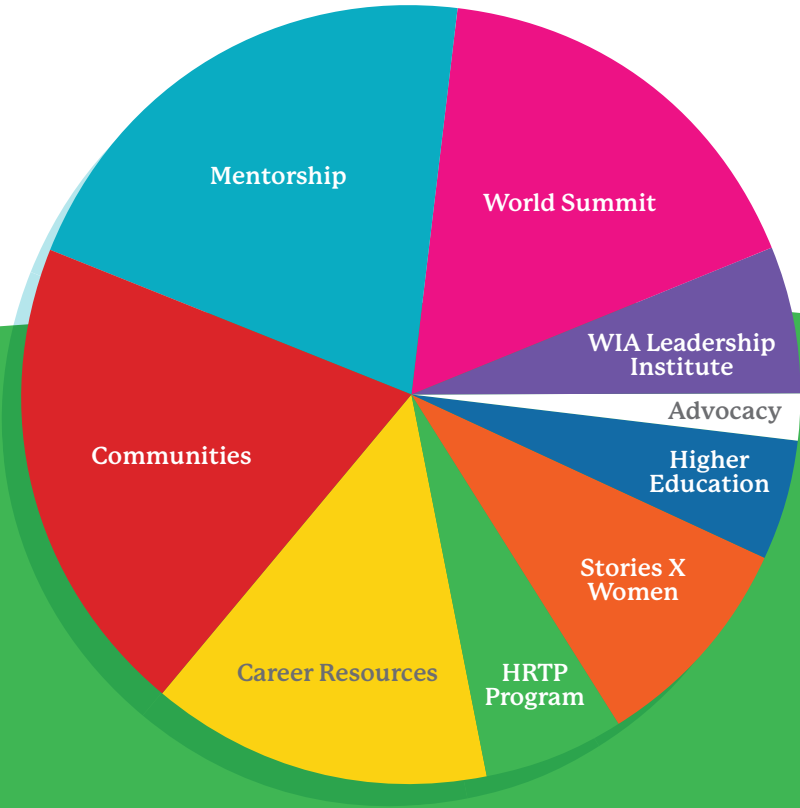
Elly & Dan Wolf

Yoko Yanagi

WeAreWIA.org

Finances

In 2024-25, WIA took intentional steps to strengthen long-term sustainability by diversifying revenue sources and placing greater focus on securing multi-year grant funding. While these investments take time to mature, they will provide more stable revenue in the years ahead. In line with our mission to expand access, WIA also offered free memberships to support the animation community during challenging economic times. Additionally, we invested in vital infrastructure, including a website relaunch and refreshed branding, positioning WIA for continued growth. These strategic choices reflect a commitment to building a stronger future, even as they contributed to a shortfall in this fiscal year.



Revenue

Corporate Donations	\$577,741
Membership	\$98,442
Fee for Service	\$84,992
Individual Donations	\$52,083
Grants & Sponsorships	\$223,059
Total Revenue	\$1,036,316

Expenses

Programs	\$782,956
Administrative	\$424,752
Total Expenses	\$1,207,708
Check	\$(171,391)

Programming Breakdown

Communities	20%	Higher Education	5%
Mentorship	21%	Stories X Women	9%
World Summit	17%	H RTP Program	6%
WIA Leadership Institute	6%	Career Resources	14%
Advocacy Campaigns	2%		

WIA Board of Directors

Executive Committee

2024-2025



Marge Dean
President

Head of Animation
Studio at Skybound
Animation Studio



Jinko Gotoh
Vice President

Oscar-Nominated
Producer



Julie Ann Crommett
Secretary

Founder and CEO
at Collective Moxie



Paige Searer
Treasurer

Strategic Finance
Consultant



Tracy Campbell

Director, Production
Training & Development
at Walt Disney
Animation Studios



Brendan Burch

President, Six
Point Harness
COO, Mondo Media



Christine Chang

Head of Global
Operations at Airbnb.org

WeAreWIA.org

WIA Board



**Marlayne
"Laney" Ingram**

Senior Counsel,
TV & Film at
Skybound
Entertainment



Camille Eden

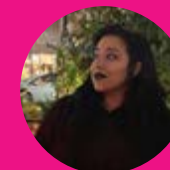
Talent
Acquisition/Talent
Development
Consultant



Nahal Yousefian
Co-Founder & CEO
at The Bar Raisers



**Sajda
Ouachtouki**
Manager, Public
Policy at Netflix



Andrea Ramirez
Creative Producer/
Freelance
Consultant



**Hsiang
Chin Moe**

Chair of BFA
Animation at School
of
Visual Arts



Sharon Taylor

Head of Production
at Netflix



Sachi Ezura

Producer/
Development
Executive



Barbara Stephen

President/CEO
at Flying Bark
Productions



Gail Currey

Consultant to the
Entertainment Industry

Staff

2024-2025



Lisa Bergeson *(She/Her)*
Director of Development



Kate Menz *(She/Her)*
Programs Manager



Beatriz Valenzuela *(She/Her)*
Communications Manager

WeAreWIA.org



Mia Booker *(She/Her)*
Program Coordinator



Jena Olson *(She/Her)*
Deputy Director

In addition to our staff, we are grateful for the incredible work of our long-term contracted partners who bring expertise and dedication to WIA.



Erin Cox *(She/Her)*
Events Manager



AJ Pass *(They/Them)*
Admin Assistant

Imke Fehrmann
Mentor Coach

Gregg Goldstone
Website Support

Aydrea Walden
Mentor Coach

Will Bourget
Grant Writer

Diallo Jackson
Website Manager

WIA brings together a global community of more than 17,000+ 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 Professional Growth Events, the World Summit at Annecy, and our Fumi Kitahara Membership & Scholarship Fund.

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

WIA is a 501(c)(3) nonprofit registered in California. Our EIN is #95-4591175.



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