



**ANNUAL**  
IMPACT REPORT



2023 - 24



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ANNUAL IMPACT REPORT 2023 - 2024

**wia**

## PRESIDENT'S STATEMENT



Dear WIA Community,

As we close out the 2023-24 year, and especially as I reflect on the 10 years I've led WIA alongside colleagues who have become dear friends, I am proud of the strides we have made to empower and advocate for people of underrepresented gender identities within the animation industry. WIA has grown by leaps and bounds in the past decade, but our commitment to gender equity has remained central. This year's progress is a testament to our global community's strength, resilience, and dedication, setting the stage for an even more powerful future. That strength comes from the rich diversity of our membership and from the leaders and volunteers who champion our cause daily.

This past year has been challenging, with increased unemployment due to fewer animation productions. In response to the industry's instability and the financial uncertainty many members face, WIA created the Membership Fund. I'm thrilled to share that we raised enough to support 1,000 members with free Creator Level memberships for a year.

One of the most significant milestones was our groundbreaking partnership with UNESCO, highlighting our shared vision of empowering women and underrepresented gender identities, especially in developing countries. Through initiatives like the Stories x Women program, supported by UNESCO and The Walt Disney Company, we have provided opportunities for women creatives across Africa, Asia-Pacific, and Latin America to share their stories globally.

Our WIA Communities program continues to thrive, with the return of WIA Ireland and the expansion of our network to 38 communities worldwide, including 30 Student Collectives. These communities hosted numerous events, offering connections and growth opportunities. These gatherings embody the heart of WIA—fostering belonging and empowering members to thrive. We're incredibly proud of our partnership with WIA Nepal, our first affiliate. This initiative is a pivotal step in our global advocacy for gender equity, focusing on empowering young Nepali women and highlighting career paths in animation, with a lasting impact within Nepal and beyond.

In our commitment to nurturing talent, the WIA Scholarship Program awarded \$29,000 to 17 students, alongside \$66,700 in software, hardware, and educational resources. With an 11% increase in applications, it's clear our support continues to meet a critical need in the industry.

Our flagship Mentorship Circles Program also saw a 27% increase in mentee participation, further solidifying its place as a cornerstone in shaping the industry's future and fostering inclusive communities of support. Seeing how far this vital program has come in the past decade is truly inspiring.

None of this would be possible without the unwavering support of our members, donors, sponsors, and foundations. Your contributions have been instrumental in our journey. As we look ahead, we remain committed to advancing gender equity in animation, VFX, and gaming, working with our partners and allies to create a more inclusive industry. Together, we are building a future where every story can push culture forward.

Thank you for your continued dedication to our shared mission. Together, we are making a lasting impact, and I look forward to what lies ahead.

With gratitude,  
Marge Dean  
President, WIA

# HONORING 10 YEARS OF LEADERSHIP

Over the last decade, under the visionary leadership of President Marge Dean and Vice President Jinko Gotoh, WIA has experienced tremendous growth and transformation. A brilliant group of volunteers, many of whom are still actively engaged as board members, played a key role in supporting their leadership, working together to drive WIA's success. What began as a small dedicated network of 120 animation professionals in Hollywood has blossomed into a vibrant global community of more than 15,000 people all committed to advancing gender equity in the animation, VFX, and gaming industries. This expansion has not only widened our reach but deepened our impact, as we continue to empower and advocate for creatives of underrepresented gender identities around the world.

One of the most significant aspects of this growth has been the introduction of community-focused programs and initiatives that reflect WIA's ongoing commitment to its members. The launch of the WIA Talent Database, for example, provides artists and professionals with a platform to showcase their skills to potential employers, fostering opportunities across the industry. Meanwhile, the WIA Leadership Institute continues to nurture emerging leaders, equipping them with the tools and knowledge to shape the future of animation. Additionally, the WIA World Summit at Annecy has become a key event, bringing together global voices to discuss the challenges and achievements within our field, further establishing WIA as a leader in the conversation around gender equity in animation.

At the heart of WIA's initiatives is our flagship Mentorship Circles Program, which has served over 3,000 mentees from more than 25 countries around the globe since its inception. This program, which pairs industry professionals with aspiring creatives, has provided vital guidance, support, and professional development opportunities for mentees from all backgrounds. WIA's commitment to fostering community, leadership, and career growth has never been stronger. As we look toward the future, the foundation built over the past 10 years ensures that WIA will continue to be a powerful force for change in the animation industry for years to come.



President Marge Dean and Vice President Jinko Gotoh

## 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 move our culture forward.



# WIA'S COMMITMENT TO GENDER EQUITY

Building on a strong foundation of advocacy and action, WIA continues in its commitment to gender equity across the animation, VFX, and gaming fields. We have been guided by the belief that diversity and inclusion are not just important — they are essential to the vibrancy and success of our industry. Our strength lies in the rich diversity of our global membership, over 15,000 strong, and the dedication of our leaders and volunteers who champion our cause every day.

Through our programs, advocacy efforts, and willingness to engage in challenging conversations, WIA has played a crucial role in moving the industry toward gender parity. By providing high-quality, consistent learning opportunities and tools for members to advance their careers, WIA is actively dismantling the barriers faced by people of underrepresented gender identities.

***Today, the number of working creatives of underrepresented gender identities has increased to 34% — a more than 50% increase since 2013. Yet, we recognize that there is still work to be done to achieve true gender parity within the animation, VFX, and gaming fields.\****

WIA recognizes that our work doesn't end with the filling of a job. We are also committed to uplifting our community and supporting creatives through the ups and downs of imaginative careers through initiatives like the WIA Community Support Resource Hub, our Animating Resilience series, and our newly launched WIA Membership Fund. These resources reflect our commitment to not only advocating for gender equity but also ensuring that our community members have support in an ever-evolving industry.

As we look to the future, WIA will continue to lead the charge for gender equity, working hand in hand with our members, partners, and allies to ensure that these creative industries become more inclusive, equitable, and representative of the diverse talents that define them. Together, we're shaping a future where creativity knows no boundaries, and every story has the power to move our culture forward.

\*Source: The Animation Guild

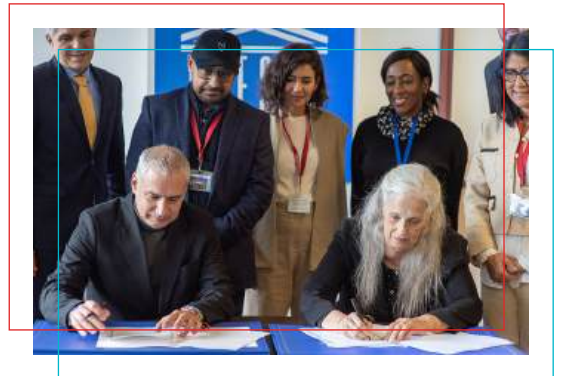


# HIGHLIGHTS



In November 2023, WIA proudly announced a groundbreaking partnership with the United Nations Educational, Scientific and Cultural Organization (UNESCO). This partnership underscores a shared vision to empower women and people of underrepresented gender identities in animation, VFX, and gaming, with a particular focus on supporting creatives in developing countries. The partnership represents a commitment to advancing gender equity and promoting cultural diversity through the power of animation.

Solidifying its commitment to gender equity in animation, UNESCO joined Disney in supporting the Stories x Women program. In honor of International Women's Day, UNESCO announced their support for the initiative, which aims to provide women creatives in Africa, Asia-Pacific, and Latin America with access to international opportunities to tell their authentic stories. UNESCO's investment specifically uplifted women from Africa, furthering the organization's mission to promote gender equality and cultural diversity on a global scale.



*"UNESCO is proud to have joined forces with WIA to realize the 2024 Stories x Women program, putting the spotlight on emerging women animation professionals on the global stage. This impactful initiative mirrors our Organization's long-standing commitment to fostering inclusion, celebrating diversity, and promoting the creative economy for the benefit of all."*

*- Ernesto Ottone R., UNESCO Assistant Director-General for Culture*



This year, WIA announced our partnership with WIA Nepal, our first affiliate. This represents a significant step forward in our mission to advocate for gender equity in animation, VFX, and gaming globally.

WIA Nepal is focused on empowering young Nepali women by highlighting viable career opportunities in animation. As part of its mission, WIA Nepal will engage in advocacy, mentorship, and education across the country, with the support of its Board of Directors, including President Sampada Malla, Treasurer Shrijana Shrestha, and members Babita Giri, Sanchita Lama, and Prabhakar Maharjan. The Board is further supported by special advisors, Deepa Chipalu Joshi and Kiran Bhakta Joshi — the Founders and co-CEOs of Incessant Rain Studios.

"This partnership is an example of how, together, we can advocate for gender equity to be built into the foundation of growing animation industries across the world," said WIA President Marge Dean. WIA Nepal's efforts will not only benefit the women and nonbinary creatives of Nepal but also contribute to the broader animation industry's evolution.



# WIA COMMUNITIES

In addition to welcoming WIA Nepal, WIA is thrilled to celebrate WIA Ireland's 10-year anniversary with the appointment of Kirsten Shiel and Lynne Guthrie as co-chairs. WIA Ireland is poised to enter a new era of growth, building on the work of pioneering creatives who have long championed gender equity in animation.

WIA Communities like Nepal and Ireland are dedicated to building hyperlocal networks of support and learning, empowering our members to thrive both personally and professionally. Along with 29 WIA Student Collectives, our WIA Communities now include:

#### COLLECTIVES

- Atlanta
- Montreal
- Bay Area
- Portland
- India

#### CHAPTERS

- Ireland
- New York
- Vancouver

#### AFFILIATE

- Nepal

Through these Communities, and thanks to the countless volunteers that lead these groups, we continue to foster connections between members who share common geographical locations, intersectional identities, and interests.

38

WORLDWIDE  
COMMUNITIES  
INCLUDING  
STUDENT  
COLLECTIVES

510+

EVENTS HOSTED  
BY WIA COMMUNITIES

“

*Working in the animation industry is one of the joys of my life. It is unbounded in terms of opportunity, creativity, and innovation. It is not and never has been, easy. A huge part of being part of WIA is that you have a readymade community there who understand both the challenges and delights and are open to share their experiences and perspectives. This community is not only a welcoming and understanding one, but it is also made up of the worlds nicest people who will go above and beyond to help new talent and work together to help the industry thrive.”*

- Sarah Cox - Chief Creative Director, Aardman

“

*The WIA Student Collective enhances our students' on-campus experiences by providing programming and networking opportunities such as portfolio reviews and social events. Through these initiatives, we see our students grow as leaders and mentors, strengthening the diversity and inclusivity of our community. The faculty and staff also acknowledge the importance of fostering a supportive community within the school while maintaining strong connections with the industry.”*

- Jimmy Calhoun - Chair of BFA 3D Animation and Visual Effects and Hsiang Chin Moe - Chair of BFA Animation

# MENTORSHIP PROGRAM



The WIA Mentorship Circles Program continues to be a cornerstone of our commitment to nurturing the next generation of talent in the animation industry. Now in its ninth year, our flagship Mentorship Program has served over 3,000 mentees, connecting emerging creatives with seasoned industry professionals to foster inclusive, growth-oriented communities of support.

Thanks to additional funding from our sponsors and donors, in the spring of 2024, we launched 51 mentorship circles, our highest number yet. We expanded our impact with 335 mentees, marking a 27% increase from the previous round. With our fall round set to launch more than 50 circles across 11 countries, we anticipate even greater participation due to enhanced outreach efforts.

The success stories that emerge from this program are a testament to the transformative impact of mentorship. By providing guidance, inspiration, and opportunities for growth, the WIA Mentorship Circles Program continues to play a crucial role in shaping the future of our industry.

**3,000+**

WIA MENTEES  
WORLDWIDE

**100+**

MENTEE CIRCLES  
IN 2024

“

*This program is amazing, and I wish I would have done it years ago! Thank you all for your hard work and for giving back to people like me who want to be a part of this inspiring industry. I would love to give back to WIA in any way I can!”*

- WIA Mentee

“

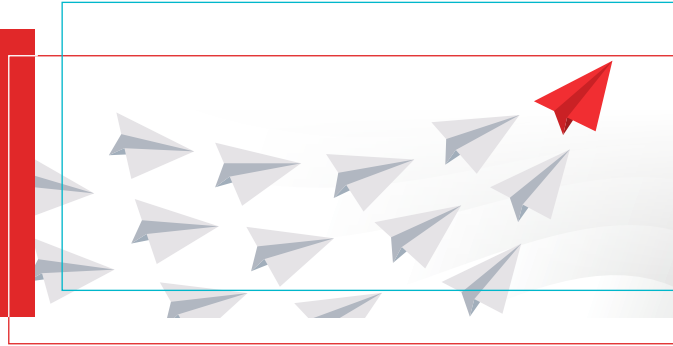
*Sony Pictures is proud to sponsor the WIA Global Fund and to participate in the membership, mentorship and programming opportunities WIA offers year-round. WIA is a leader in the arena of representation and gender equality in our industry - an essential area for growth amidst an evolutionary time in the animation business - and we support their mission.”*

- Kristine Belson, president, Sony Pictures Animation  
& Michelle Grady, president, Sony Pictures Imageworks





# LEADERSHIP INSTITUTE



The 2024 WIA Leadership Institute started in March. It is a highly interactive, nine-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. This year, we added a new component — a three-hour workshop on giving and receiving feedback, led by Nisha Dass.

## 2024'S COHORT INCLUDES 21 PARTICIPANTS FROM 9 STUDIOS



We were pleased to be able to have a few 2023 WLI alum meet with the 2024 cohort and offer advice for making the best of their experience in the year ahead.

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

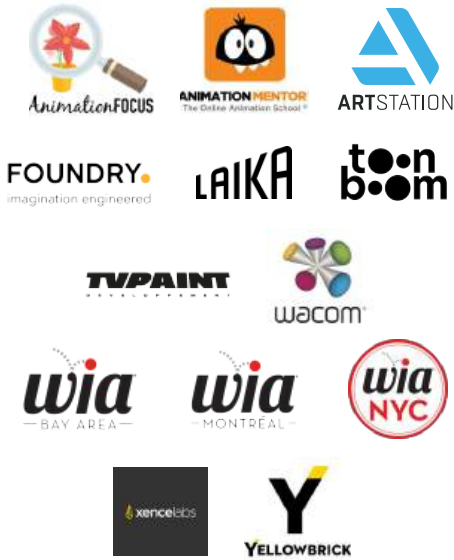
“

*"The institute has helped me to see the possibilities of what I can accomplish, as well as shown me the gaps in my education and skill development that I can improve on. As a result, I now have a better roadmap for where to take my creative and personal leadership journey, and I'm excited for each step along the way."*

- WIA Leadership Institute Participant



# SCHOLARSHIP PROGRAM



The WIA Scholarship Program continues to support the next generation of animators who exhibit exceptional artistic talent, a deep passion for animation, 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 192 applications — a notable 11% increase from last year — from students across eight countries and 74 schools. Our recipients reflect the diversity of the animation community, with 76% identifying as women, 18% as non-binary, and 2% as transgender, alongside a wide range of racial and ethnic backgrounds.

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

*17 Scholarship Recipients*


**17** SCHOLARSHIP WINNERS

**\$29,000**

SCHOLARSHIP FUNDS

**\$66,700**

IN-KIND SUPPORT



# CAREER RESOURCES



As part of WIA's commitment to our community of creatives, the WIA Career Resources Center provides vital support to our members at every stage of their professional journey.

## 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 and recruiters.



**WIA JOB BOARD**

The WIA Job Board is a platform that connects members with employment opportunities tailored to their skills and ambitions.



**WIA RESOURCE HUB**

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

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.



# EVENTS AND PROGRAMMING



During the 2023-2024 fiscal year, WIA hosted an impressive 51 events, attracting a vibrant community of 3,428 attendees passionate about gender equity in the animation, VFX, and gaming industries. A key highlight was the launch of our Animating Resilience Series. This comprehensive event series was designed to empower professionals and students with the knowledge and skills to navigate the animation landscape during challenging economic times.

Through expert insights, interactive panels, and workshops, attendees gained actionable strategies to thrive, adapt, and succeed in the ever-evolving world of animation. By fostering collaboration and supporting mental well-being, this series contributes to the industry's long-term resilience and growth.

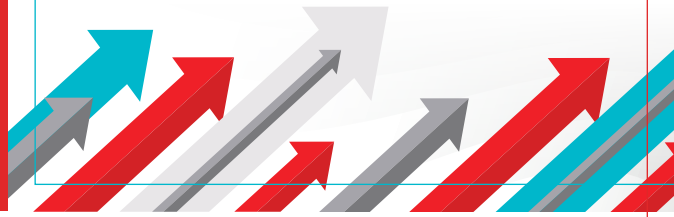


**51**  
WIA EVENTS  
IN 2024

**3,428**  
WIA EVENT  
ATTENDEES



# 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. Some of those events included:

- Behind the Mic: The Art of Voice-Over Acting
- Breaking Boundaries: A Candid Conversation with Women Animation Directors
- Composing in the Animation Industry

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 everevolving world of animation, VFX, and gaming.

### 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.

**40** PROFESSIONAL GROWTH SERIES EVENTS

**3K+** ATTENDEES





# wia WORLD SUMMIT

2024 • 8TH EDITION



The eighth annual WIA World Summit at the Annecy International Animation Film Festival, held on June 10th, was a tremendous success. Centered around the theme "Stronger Together: The Equitable Future of Animation," this day-long symposium brought together key thought leaders, filmmakers, and executives from around the globe to explore emerging industry innovations and the power of community in shaping the future of animation, with a strong focus on gender equity.



**300+**  
IN PERSON ATTENDEES

**3,300+**  
ONLINE ATTENDEES

The 300+ seat venue was filled to capacity throughout all four sessions, with hundreds more tuning in via live stream from various countries. Attendees represented a diverse mix of genders, races, and nationalities, all united by a genuine interest in the transformative power of inclusive storytelling in animation.



WIA President Marge Dean set the tone for the day with an inspiring message to the animation community, addressing the challenges and opportunities facing the industry. Dean offered a hopeful perspective, stating, "I don't believe it's the end of the animation industry. I think the industry is evolving." She then pointed toward the new animation industries developing around the world, the ability to create and distribute one's work through emerging technologies and the need and desire to tell diverse stories and celebrate cultures as robust examples of that evolution.

The WIA World Summit at Annecy underscored the critical role of gender equity and community in driving the future of animation, leaving attendees inspired and empowered to continue pushing the boundaries of the industry.





# STORIES X WOMEN



This year, five women-led delegations (10 people total) were selected to take part in Stories x Women, a program aimed at increasing the diversity of voices in animation globally. Stories x Women's concrete goal is to support access to international opportunities for women animators from emerging national film and audio-visual animation communities of Africa, Asia-Pacific, and Latin America who want to tell their authentic stories. The Walt Disney Company and UNESCO sponsored the program.

These talented creatives benefited from a series of mentoring sessions led by internationally acclaimed animation expert and Stories x Women Project Manager and Lead Mentor Heather Kenyon, as well as 1:1 coaching sessions prepared them to pitch their projects in the 2024 Annecy International Animation Film Festival and Market (MIFA).



A total of 140 applications were submitted — the largest pool to date — from 30 different countries including 11 African countries, 10 Latin American countries, and nine Asia-Pacific countries.

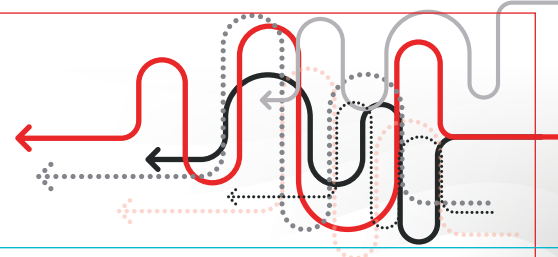


*The Stories x Women program is very beneficial for me as I was given great mentorship from Heather Kenyon to develop my pitch further, and it connected me with a lot of international creatives. But not only that, the program gave me a boost in confidence!"*

*- Theresa Cornelia*



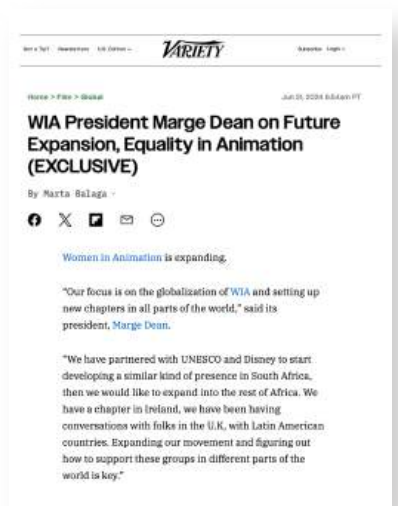
# COMMUNICATIONS



This year, WIA's social media presence has grown to nearly 85,000 followers, reflecting an increase of nearly 3,000 new followers over the past year. These platforms serve as vital channels for sharing updates, celebrating achievements, and building connections within our diverse communities.

WIA's impact and initiatives have also garnered significant attention with 18 stories published about our programs and leadership in trade publications, including Variety, Animation Magazine, and AWN. Some of the highlighted programs and initiatives include Stories x Women, new leadership at WIA Ireland, the introduction of WIA Nepal, WIA's partnership with UNESCO, and our annual World Summit.

Effective communication is key to advancing WIA's mission of promoting gender equity in the animation, VFX, and gaming industries. Through strategic outreach and engagement, we have strengthened our community, amplified our message, and connected with a global audience that shares our values.



# VOLUNTEERS



**We are deeply thankful to the 300+ volunteers who generously donated their time this year through our various initiatives, especially our mentorship program and as Community Leads. They play a vital role in advancing WIA's mission of achieving gender equity in the animation, VFX, and gaming industries.**

It is with deep appreciation that we recognize their contributions and commitment to creating lasting change. Below is a list of our remarkable volunteers who have made an extraordinary impact this year.

**COMMUNITY LEADS**

**ATLANTA**

Ashley Davis  
Maria Layus  
Danya Levine  
Liz Macke

**BAY AREA**

Lori Beck  
Casey Cosgrove  
Gail Currey  
Brie Henry  
Haley Kannall  
Triva Von Klark

**INDIA**

Priyanka Ajit  
Vani Balgam  
Pramita Mukherjee

**IRELAND**

Lynne Guthrie  
Kirsten Shiel

**MONTREAL**

Diana Roldán

**NEPAL**

Babita Giri  
Sanchita Lama  
Prabhakar Maharjan  
Sampada Malla  
Shrijana Shrestha

**NYC**

Tazwell Caputo  
Ashley Gerst  
Alana Ladson  
Eve Leonard  
Danielle Windram  
Liza Wyles

**PORTLAND**

Katelyn Goldstein  
Sara Hofstein  
Christina Palomino  
Linds Perez

**VANCOUVER**

Sonia Bhatia  
Sara Coleman  
Caroline Gilmour  
Tania James

Adrienne Lindsay  
Lindsay Mussell  
Viviana Palacios  
Rhona Rees

**MENTORS**

Isabelle Alles  
Arina Andriushchenko  
Vani Balgam  
Charlotte Bavasso  
Erika Becerra  
Suzanne Berger  
Mauricio Botero  
Maud Bourgeais  
Peter Bowmar  
Crystal Campbell  
Frances Chang  
Jenny Cho  
Helen Hyung Choi  
Yunah Chung  
Loren Colcol  
Sara Connelly  
Brianna Contes  
Maria Cortes  
Manuel Cristobal  
Monica Davila

Nicole Dial  
Liane Dietz  
Miguel Diez Aznar  
Christina-Marie Drake McBrearty  
Fabian Driehorst  
Christina Dunlo  
Sonali Dutta  
Sachi Ezurap  
Tiffany Feeney  
Carolyn Gair  
Sinje Gebauer  
Ashley Gerst  
Aaron Gilman  
Steve Goldberg  
Samantha Hawkins  
Michele Hennessy  
Tom Henschel  
Tiffany Hinojosa  
Sara Hofstein  
Dou Hong  
Caroline Hu  
Reka Kaloczy  
Natasha Kanolik  
Eva Kao  
Chantal Kassarijan

Areeba Khan  
Caroline Kiessling  
Leigh Lahav  
Ashley Lange  
Ting Liu  
Carol Madrigal  
Nosipho Maketo van den Bragt  
Philip Malamuth  
Lianne Maritzer  
Chrissy Metge  
Makena Metz  
Lydia Mikkers  
Pramita Mukherjee  
Paola Munoz  
Siobhan Murphy  
Will Muto  
Mark Osborne  
Christy Page  
Dave Palmer  
Alejandra Pérez  
Vicki Pui  
Gabriele Ranfagni  
Janice Rim  
Steffany Rodriguez  
Kathryn Rumohr

Neha Sadre  
Anneliese SalgadoEsha Sandhu  
Hannah Settler  
Miloni Shah  
Osnat Shurer  
Marcela Silva  
Eve Skylar  
Cassie Soliday  
Sherene Strausberg  
Kathryn Tacccone  
Juli Tagger  
Josseline Tanus  
Polina Tronchik  
Dana Vasquez-Eberhardt  
Sarah Wallendjack  
Kenson Wang  
Doeri Welch  
Katy Wu  
Anna Yoon  
Nahal Yousefian  
Sammi Zaleski

**“Virtuos is a proud supporter of WIA. Our commitment to making games better, together, with our clients includes a deep belief in and contribution to equality and inclusivity in the video game industry. We believe that for creativity and collaboration to thrive, all people interested in making games must have equal opportunity for a seat at the table. We will continue to foster and champion inclusivity.”**

**- Kay Arutyunyan, Co-Founder & General Manager of CounterPunch - a Virtuos Studio**



# THANK YOU GLOBAL FUND SPONSORS

## CHANGEMAKER CIRCLE



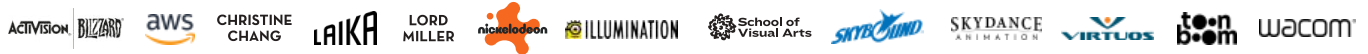
## VISIONARY CIRCLE



## LEADERSHIP CIRCLE



## PARTNERS CIRCLE



## SUPPORTERS CIRCLE

AARDMAN • AGORA STUDIOS • GKIDS • JINKO GOTOH  
LOCKSMITH ANIMATION • MOTION PICTURE ASSOCIATION • WĒTĀ FX

## FRIENDS OF WIA

BAD ROBOT • GAIL CURREY • THE GOTHAM GROUP  
PAIGE SEARER

“ In 2019, WIA established the WIA Global Fund with the ambitious goal of raising \$1 million in 18 months. Thanks to the remarkable generosity of our corporate and individual donors, we not only achieved that goal within the first year but have since raised an impressive \$2,719,000 over the past four years. Your financial contributions have been crucial in enabling us to expand our offerings for our diverse membership including the continued growth of the WIA Mentorship Circles program, an increase in professionals actively using our WIA Talent Database, and our second successful WIA Leadership Institute.

The milestones we've reached, and the advancements made within the animation industry, are direct results of your support. Our work is far from over, but with the continued partnership of our donors, we are steadily creating a more inclusive, representative, and equitable animation community.

We remain incredibly grateful for your impact. Together, we will continue to push boundaries and ensure that the future of animation is shaped by diverse voices. Thank you for your ongoing support!”

- Jinko Gotoh, WIA Vice President

# THANK YOU FOUNDATION/INDIVIDUAL PARTNERS

## FOUNDATION PARTNERS

The Bravo Foundation	Challenge America
Bric Foundation - Arts, Media, and Entertainment - High Road Training Partnership	LA County Department of Arts and Culture - Organizational Grants Program
Creative Recovery LA	Snap Foundation
	UNESCO

## WIA CHAMPIONS

Mia Alpert	Christine Chang	Laney Ingram
David Alric	Jill Culton	Paige Searer
Darla Anderson	Gail Currey	Zach Stentz
Bonnie Arnold	Jinko Gotoh	
Tracy Campbell	Nicole P Grindle	

## WIA AMBASSADORS

Anonymous	Barbie Greiwe	Patrick Lagier
Margaret Dean	Bernie Hafeli	Monica Mitchell
Daniel Duncan	Kazuyoshi Hayakawa	

## WIA TRAILBLAZERS

Anonymous	Tamara Boutcher	Namiko Yodono
		Yuichiro Saito

## WIA INNOVATORS

Allison Abbate	Jessie Cvetas	River Minho Kim	Jena Olson	Tazuko Shibusawa
Tracy Bowerman	Danielle Feinberg	Laura Kretzer	Vy Phan	Peter Shimamoto
Brendan Burch	Lia French	Maria Layus	Ellen Poon	Jody Simon
Carrie Caruthers	Lauren Fujii	Kim Mackey	Eric Powers	Kim Sparks
Peilin Chou	Frank Gladstone	Gerald Malone	Simon Racioppa	Rita Street
Kim Collins	Alice Dewey Gladstone	Nancy McSween	Tom Rogers	Asha Susan Alex
Gustavo Cosio	Marcia Gwendolyn Jones	Jocelyn Meinert	Gary Ron	Linda Tancs
Julie Ann Crommett	Chai Hall	Yolanda Mendiveles	Mike Schmitt	Sveta Yuferova
Kendal Cronkhite	Tea Jones	Alan Michaels	Matthew Senreich	

“*The Walt Disney Company has proudly supported various WIA initiatives for almost a decade, including the WIA Global Changemakers Fund and Stories X Women. Stories X Women is a transformative initiative that focuses on elevating the voices of women and gender non-conforming creators from underrepresented communities. Disney is honored to contribute to a program that inspires these talented individuals to bring their stories to life and drive meaningful change within the industry. By supporting WIA's mentorship initiatives, scholarship opportunities, and vibrant WIA Communities, Disney is helping to pave the way for the next generation of storytellers in animation.*”

*-The Walt Disney Company*



# THANK YOU INDIVIDUAL MEMBER DONORS

## WIA MEMBER TRAILBLAZERS

Maria Pendolino	Mel Tomlin
Melinda Wunsch Dilger	Alexandra Chimelis
Halle Stanford	Nadia Voukitchevitch
Tracey Dispensa	

## WIA MEMBER INNOVATORS

Brenda Baumgarten	Taneshia Jones	Karen Ryan
Christi Bertelsen	Seunghee Kim	Carolina Saade
Lauren Cooper	Lan Lamon	Nancy Sayle
Kim Dwinell	Shmuel Landesman	Meredith Shea
Melissa Garcia	Ana Lanuza	Linda Simensky
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Chris Hartley - Angelfish Productions	Rachel Marcus	Amritha Vaz
Mary Jacobson	Yolanda Mendiveles	Irene Weibel
Pamela Hobbs Jarvis	Rylee-Ann Romero	Jodie Wilson
Suzi Civita- Jones	Noeli Rosas	
	Kathryn Rumohr	



*MTVE is happy to support WIA due to their invaluable contribution to the field of animation. As a company, we value diversity of thought and background in every role across our projects, and through their hard work, WIA has brought a tremendous amount of new talent into the industry and given them the support they need to succeed."*

*- Grant Gish, SVP, Head of Animation @ MTV Entertainment Studios and Paramount Media Networks*

*- Sachi Ezura VP, Animation @ MTV Entertainment Studios and Paramount Media Networks*



*When I started The Gotham Group 30 years ago, there was hardly any attention paid in our industry to the brilliant artists who worked in the animation sector, and I was determined to change that. Decades later, animation has attained well-deserved respect for its popular and commercial impact on the entertainment industry. The Gotham Group is a staunch supporter of WIA's mission 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. The best way to expand access for all those talented people who want to pursue animation as a profession is to support the work of organizations such as WIA. Its advocacy for fairness in our industry is unflinching, relentless, and purposeful. That's a recipe for success."*

*- Ellen Goldsmith-Vein  
The Gotham Group*



# FINANCES

WIA has strategically begun investing in diversifying our revenue sources, with an increased emphasis on securing grants. These types of funds typically have a longer lead time and often come as multi-year commitments, resulting in delayed but more sustainable future revenue. Additionally, in response to the challenging economic environment facing workers in the animation industry, WIA made the decision to offer free memberships, ensuring broader accessibility to our community. While these initiatives reflect a long-term growth strategy, they contributed to the modest shortfall in this fiscal year.

## REVENUE

Corporate Donations.....	\$569,969
Grants & Sponsorships.....	\$208,742
Membership.....	\$191,475
Fee for Service.....	\$66,490
Individual Donations.....	\$57,980
In-Kind Donations.....	\$69,733
<b>Total Revenue .....</b>	<b>\$1,164,390</b>

## PROGRAMMING BREAKDOWN

Communities.....	24%
Mentorship.....	19%
Anney.....	15%
WIA Institute.....	6%
Advocacy Campaigns.....	3%
Higher Education.....	14%
Stories x Women.....	9%
Other.....	10%

## EXPENSES

Programs.....	\$820,829
Administrative.....	\$366,192
<b>Total Expenses .....</b>	<b>\$1,187,021</b>

Check ..... \$(22,631)

*\*Total Expenses include cost of goods sold and other expenses*

*\*note: Financials submitted to annual report before third-party financial review is finalized.*



- Communities 24%
- Stories x Women 9%
- Mentorship 19%
- Advocacy Campaigns 3%
- Anney 15%
- WIA Institute 6%
- Higher Education 14%
- Other 10%



# WIA BOARD OF DIRECTORS

## EXECUTIVE COMMITTEE



**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**  
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Mondo Media



**TRACY CAMPBELL, EXECUTIVE COMMITTEE**  
Director of Production Training & Development,  
Walt Disney Animation Studio

## WIA BOARD



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Head of Global Operations,  
Airbnb



**GAIL CURREY**  
Consultant to the  
Entertainment Industry



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**MARLAYNE "LANEY" INGRAM**  
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Head of Production, Animation, Netflix



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Creative Producer/Freelance Consultant



**NAHAL YOUSEFIAN**  
Founder/CEO The Bar Raisers

# WIA TEAM



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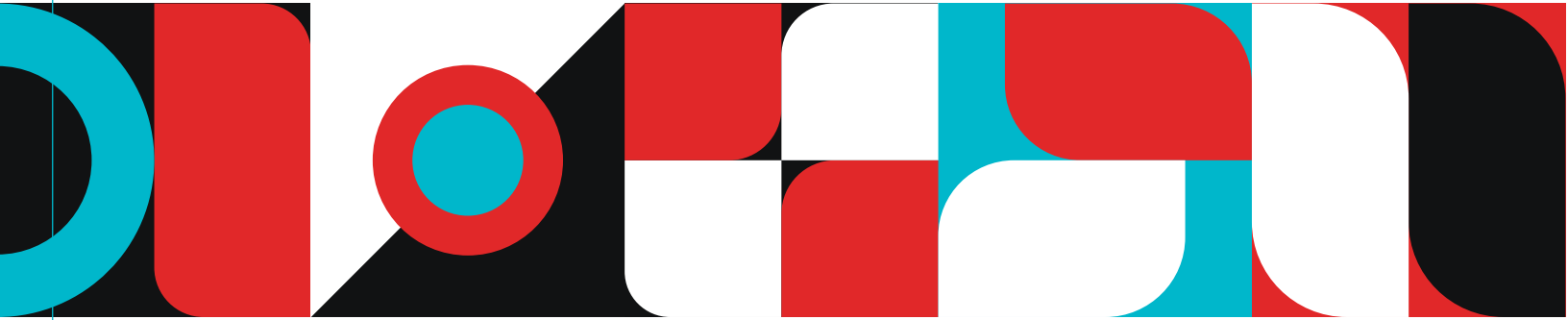
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**Lisa Smith**  
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# ANNUAL IMPACT REPORT 2023 - 2024



WIA brings together a global community of more than 15,000+ 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](https://womeninanimation.org) or email us at [wia@womeninanimation.org](mailto:wia@womeninanimation.org).

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

