

# 2022 Annual Report



**Grassroots Leadership  
Moves Nations to Action**





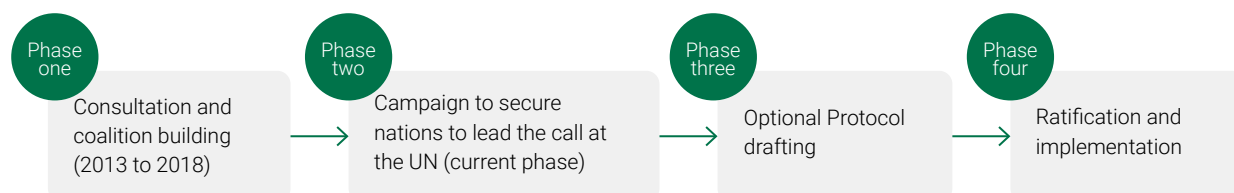
# About Every Woman Treaty

Every Woman Treaty is a coalition of 2,100 women's rights activists and organizations in 128 nations advancing a global treaty to end violence against women and girls. Through advocacy and diplomacy, we work to bring world leaders to the table to create a safer world for women and girls through a global treaty.

Our effort builds on the extraordinary work of the women's rights advocates before us who initiated the call for a stronger framework more than 30 years ago. Most notably, the first United Nations Special Rapporteur on violence against women, Dr. Radhika Coomaraswamy, who suggested the idea to the UN Economic and Social Council in 1996, and UN Special Rapporteur on violence against women Prof. Rashida Manjoo, who repeatedly called for a binding treaty during her tenure. We are immensely grateful for your vision.

## Theory of change:

Our campaign is rooted in the belief that if you put grassroots activists in the halls of power, they can change the world.





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Welcome

## Advocacy That Moved Nations!

We couldn't be more thrilled to share that in 2022, we reached a key turning point in the campaign for a safer world for women and girls — securing champion nations for the treaty.

When we launched our public campaign in 2019, we had no way of knowing if nations would hear us, let alone respond. They have. **The Democratic Republic of the Congo** took the first step. In July 2022, the DRC committed to becoming the first nation to champion the treaty, declaring its intention to form a group of nations to lead treaty advocacy among UN Member States. Later in the year, **Costa Rica\*** committed its support, followed by **Sierra Leone**.

The global dialogue among nations to create this treaty is officially underway!

This milestone was reached only because of the dogged activism and sharp diplomacy of coalition members worldwide. Our voices were heard — in the foreign minister's office, in the president's palace, at UN Headquarters, and in the media — voices that are creating a safer place for women and girls, everywhere.

A handwritten signature in black ink, appearing to read 'Lisa Shannon'.

Lisa Shannon  
CEO & Cofounder  
Every Woman Treaty

\* As of 2025, Costa Rica is no longer part of the Core Group.

# Diplomacy

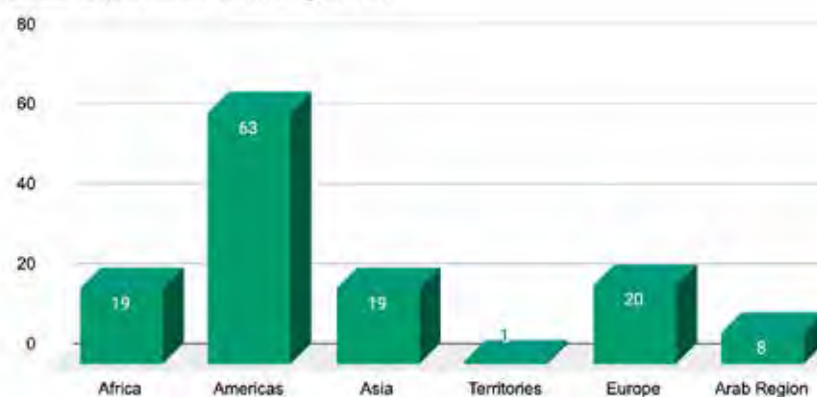
H.E. Ambassador Paul Empole of DRC and H.E. Ambassador Shara Duncan Villalobos of Costa Rica

Our campaign is rooted in the theory of change that if you put grassroots activists in the halls of power, they can change the world. This was never more evident than in 2022. After holding 437 meetings with officials in 116 nations over the course of three years, activists secured the first step in treaty development – champion nations dedicated to advocating for the treaty among UN Member States. The work set in motion a dialogue that stands to advance long-term systems change.

## Key Achievements

- **Secured the Democratic Republic of the Congo as the first nation to champion the treaty among UN Member States** (July 2022 - learn how on page 8)
- **Secured Costa Rica as a champion nation, in partnership with the DRC** (September 2022 - learn how on page 12)
- **Secured Sierra Leone as the third champion nation** (December 2022 - learn how on page 16)
- **Held 130 meetings with government officials**

2022 Diplomatic Meetings: 130







# Activists Held South Asian Regional Conference on Treaty

In March, activist organized and led a regional conference to advocate for the treaty in Kathmandu, Nepal. Resonating from South Asia to the World: Norms to Address Violence Against Women and Girls brought together a wide range of high-level stakeholders, including the Vice President of Nepal and the South Asian Association for Regional Cooperation Secretary General, as well as women's rights activists from Afghanistan, Bangladesh, India, Nepal, Pakistan and Sri Lanka.



The conference concluded with a clear call for action:



Today, we, the delegates, call on the governments of South Asian nations to make every possible endeavor to immediately champion a new comprehensive binding norm to address violence against diverse women and girls.



## Cohosted First Meeting with Champion Nations in Geneva

Every Woman, in conjunction with the UN Permanent Missions of the Democratic Republic of Congo and Costa Rica, cohosted a discussion on solutions to ending violence against women and girls, launching an international dialogue on the need for a treaty. Attendees included more than 50 Permanent Representatives and Heads of Missions, diplomats, and INGOs. The meeting led to Sierra Leone joining the call.



Even in a nation like ours, where strong law was developed in partnership between civil society and a willing government, gaps remain. A treaty specific to violence against women and girls could close these gaps and save lives.



– Najet Zammouri, Tunisia, speaking to diplomats and government officials at the first meeting of champion nations

# Securing the Democratic Republic of the Congo

How grassroots activism led to the treaty's first lead nation



Galvanizing the country to become the first champion nation came down to connections, persistence, and political will.

– Dr. Jeanne Anyouzoa, one of the lead activists meeting with the DRC

**2021**

- Congolese activist Nita Evele introduced Every Woman CEO Lisa Shannon to Madam Chantal Yelu Mulop, Special Advisor to the President of DR Congo on Youth, Gender, and Violence against Women. Talks began.
- To demonstrate to the government that women's rights activists supported the treaty, 68 activists in South Kivu signed a letter to their president asking him to support the treaty.
- Every Woman continued its dialogue with the DRC, and in November at the African Union's first Men's Conference on Positive Masculinity, President Félix Tshisekedi issued a "strident call" for a global treaty.

**2022**

- Following multiple video meetings between Every Woman and DRC leaders, an Every Woman delegation traveled to the DRC for in-person dialogue. In the final meeting, the DRC committed to being the first nation to lead treaty advocacy among UN Member States.





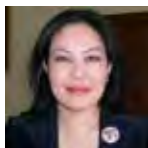
## Coalition | Key Achievements

# Advocacy

Our coalition advocacy initiatives bolster the case for a treaty among policymakers, civil society and the population at large in each nation. The stronger the call for a new instrument from advocates and citizens, the more compelled nations are to support the treaty.



Global advocacy helps the world see the faces of real people, many of whom are survivors, united behind the call for a treaty to stop violence against women and girls.



– Leila Nazgul Siitbek (Kyrgyzstan)

## Key Achievements

### Established five national coalitions and one regional coalition

National coalitions advance the call for a treaty with their governments, civil society organizations and the public at large. Regional coalitions generate collective power to influence governments across a geographic region. The South Asian Regional Coalition launched, with members in Afghanistan, Bangladesh, Bhutan, India, Nepal, the Maldives, Sri Lanka, and Pakistan. National coalitions in Bangladesh, India, and Nepal were activated in 2022.

## Treaty campaign kicked off in Tunisia

Coalition members Nabila Hamza, Najet Zammouri, and Olfa Mohamed launched Tunisia's advocacy by meeting with the Tunisian ambassador to the United States. A one-day conference on the need for a treaty followed, with over 100 activists present.



Najet then delivered a letter to the government on behalf of the National Civil Coalition for the Elimination of Violence against Women and Girls (CNAV), signed by 109 women's rights activists. The letter was delivered to the president and prime minister, which led to a meeting with one of the president's advisors. Advocacy for the treaty is now part of the work of CNAV.

## Chief of Coalition Judge Najla Ayoubi spoke at UN Headquarters

Najla delivered remarks at a high-level UN event in 2022 to address the human rights situation in Afghanistan and enhance protection and security measures for women and girls, including the need for "a comprehensive international framework on violence against women and girls to safeguard women's rights in Afghanistan."



## Partnered with The Carter Center Forum on Human Rights for a roundtable series

on ending violence against women and girls with coalition members:

- Climate Change and Violence Against Women. Speakers included Simi Kamal (Pakistan), Lipi Rahman (Bangladesh), and Amanda Arroyo (Costa Rica).



- The Covid-19 Pandemic and Violence Against Women. Speakers included Dr. Eleanor Nwadinobi (Nigeria), Margaret Nigba (Liberia) and Catherine Sealys (Saint Lucia).
- Gaps in International Law and Violence Against Women. Speakers included Kirthi Jayakumar (India), Leila Nazgul Seitbek (Kyrgyzstan), and Francisco Rivera Juaristi (Puerto Rico/USA).

### **Hosted a panel at the 66th Commission on the Status of Women**

Immaculate Gwokyala (Uganda) and Upasana Rana (Nepal) discussed the need for a treaty at this virtual parallel event on March 25, 2022.

### **220 Afghan advocates urged President Biden to endorse the treaty**

Months after the US withdrawal from Afghanistan, a letter signed by more than 220 Afghan women's rights advocates was delivered to President Biden urging him to champion a global treaty on violence against women and girls. Among the signatories were several former members of the Afghan Parliament, including Fawzia Koofi, the first female deputy speaker of the Afghan parliament. The media covered the letter, including the UK Independent.





# Mobilizing Costa Rica

## Diplomacy and advocacy worked hand in hand to secure the treaty's second lead nation

On October 3, 2022, Costa Rica announced its support for the treaty in a press release. Here's what led to that moment.



### 2021

- Every Woman cofounder Francisco Rivera, JD, met with Costa Rica's ambassador to the United States, who asked for more information.
- Every Woman followed up with letters to the Ministry of Foreign Affairs and the National Women's Institute (INAMU), with a positive response.
- Follow-up conversations ensued, and the Permanent Missions of the DRC and Costa Rica in Geneva brought Sierra Leone on board.

### 2022

- Costa Rican activist Marysela Zamora, an Every Woman Fellow and founder of Fabrica de Historias and Nosotras Women Connecting, published an op-ed calling for the treaty with Every Woman's Diplomacy Director Yael Marciano (USA/Venezuela) in El Pais, Spain's leading paper. The op-ed caught the attention of a former minister of Costa Rica, who offered their support.
- Every Woman activists met with the Permanent Mission of Costa Rica to the United Nations in Geneva, including H.E. Ambassador Mrs. Shara Duncan Villalobos, Deputy Permanent Representative. Leila Nazgul Siitbek (Kyrgyzstan) and Malalai Popalzai (Afghanistan) shared their stories on the need for a treaty.
- CEO Lisa Shannon and Marysela represented Every Woman in San Jose, Costa Rica. Shortly thereafter, Costa Rica issued a press release announcing its leadership for the treaty.

# Leadership

The **Indrani 1000 Voices Fellowship**, in partnership with Indrani's Light Foundation, expands the leadership capacity of women's rights activists worldwide in advocacy, diplomacy, media relations, and storytelling. Fellows go on to assume national and global leadership roles, including speaking engagements, meetings with high-level officials, authoring opinion pieces, serving on panel discussions, and other similar advocacy initiatives.

## Building A Global Voice

This year, the program expanded from 53 fellows in 2021 to **126 fellows from 41 countries**.

### *Survey highlights from 2022:*

**98%** of responding fellows stated that the network they gained through the fellowship will positively impact their work to end violence against women and girls.

**100%** of fellows concurred that they had learned skills that can be utilized in any profession or arena.

A staggering **97%** stated that the fellowship increased their capacity to end violence against women and girls.

An impressive **95.6%** were comfortable sharing a story on violence against women and girls after the fellowship.

After the fellowship, **95.9%** were confident speaking to national and global media, and **93.8%** were comfortable speaking to diplomats and policymakers at the national and global level.

By the end of the fellowship, **97.9%** of fellows agreed that they are a global voice and leader in the movement to end violence against women and girls.



"The Indrani Fellowship changed my voice from a survivor to a thriver, and I now can find joy, service, and determination to make a difference despite the hardship I have faced. How amazing is that?!"

– **Eva Ng'inja, Kenya**

"Thank you so much for all you did to make sure my voice was heard ...  
My heart is skipping for joy. This is a milestone in my career."

– **Lilian Dibo, Cameroon**



"The structure of the fellowship allowed room for learning, and the practice model facilitated confidence. The processes of module-based learning, followed by online sessions, regular follow-ups, and structured assignments, were beneficial."

– **Aparna Nagesh, India**

## Meet Indrani

Indrani Goradia is a cofounder of Every Woman and this fellowship program, as well as one of the program's lead instructors, bringing her expertise in media, public speaking, storytelling, and advocacy to the curriculum. Her TEDx Talk "Expressing love with violence is a lie" is a testament to how one woman ended generational violence and went on to become a powerful advocate. Her nonprofit, the Indrani's Light Foundation, has improved the care survivors of intimate-partner violence receive at shelters around the world. Indrani's generous support has enabled us to scale the fellowship and deliver a life-changing experience for women's rights advocates worldwide.





# State Leadership for Sierra Leone

## How nations stepped up for women and girls

In December 2022, Sierra Leone became the third champion nation, joining the DRC and Costa Rica in leading the call among UN Member States for a treaty to end violence against women and girls. It began with Sierra Leone's own initiative.

2022

- At our high-level discussion in Geneva, in October, cohosted with the DRC and Costa Rica, a representative from Sierra Leone's permanent mission spoke with a number of Every Woman team members and learned about the initiative. The evening ended with the representative stating that he believed his country would be interested in becoming a champion nation.
- Follow-up conversations ensued, and the Permanent Missions of the DRC and Costa Rica in Geneva brought Sierra Leone on board.

The leadership of DRC, Costa Rica, and Sierra Leone is a testament to their commitment to women's rights and improving the lives of women and girls in their home countries and across the globe. We are grateful for your collaboration and leadership.

# Every Woman Advocates in the Halls of Power

**Meet activists who led our diplomatic effort for a treaty in 2022**

(listed alpha by country)

Malalai Popalzai, Afghanistan

Ferdous Ara Begum, Bangladesh

Diego Battistessa, Brazil/Spain

Gila Cotler, Canada

Kabahenda Kiggundu, Canada

Maria Alejandra Ortiz Pinzón, Colombia

Marysela Zamora, Costa Rica

Meera Khana, India

Menka Rai, India

Rasha Qamheyeh, Jordan/USA

Leila Seiitbek, Kyrgyzstan/Austria

Dr Shashi Adhikary, Nepal

Lily Thapa, Nepal

Srijana Lohani, Nepal

Sumeera Shrestha, Nepal

Upasana Rana, Nepal

Eleanor Nwadinobi, Nigeria

Farwa Zafar, Pakistan

Nicolle Alzamora, Panama

Francisco Rivera, Puerto Rico/USA

Nabila Hamza, Tunisia

Najet Zammouri, Tunisia

Olfa Mohamed, Tunisia



Malalai Popalzai (Afghanistan) and Leila Seiitbek (Kyrgyzstan/Austria) in Geneva

My advocacy in Geneva was one of the most significant experiences of my life. Telling my story to ambassadors, I realized I was the voice of thousands of women and girls in Afghanistan and can help many more women by working globally.”

- **Malalai Popalzai**, Afghanistan,  
Every Woman Fellow

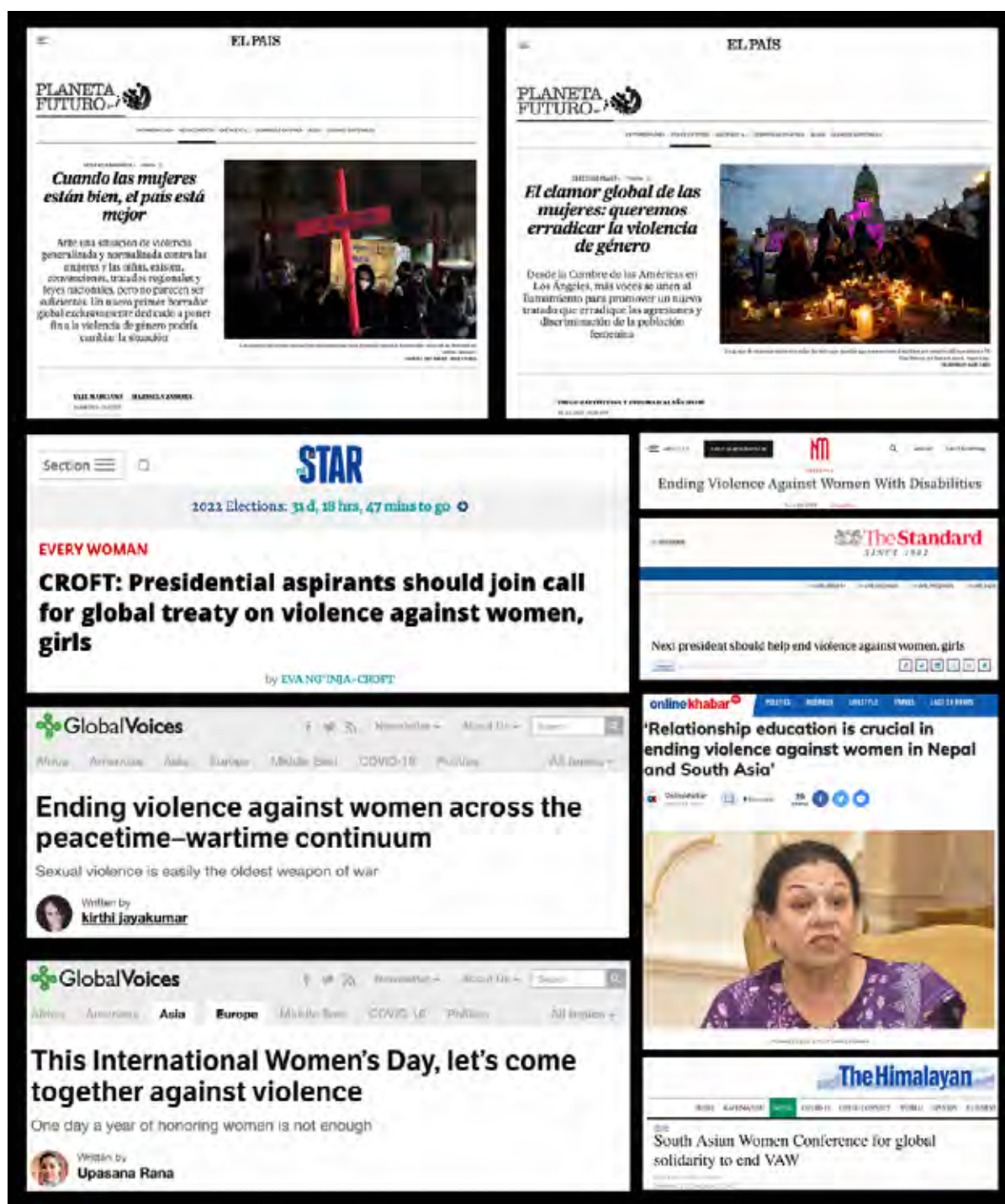
Region	%
Africa	8.3
Arab Region	16.7
Asia	45.8
Europe	4.2
Latin America Caribbean	20.8
North America	8.3

Advocates who led diplomacy in 2022 represent six of the world's regions, with the majority from Asia and Latin America and the Caribbean.

# Activists Call on the World to Prioritize Women's Safety

Every Woman advocates were featured in **25 news stories**, including **17 op-eds**.

A special thanks to **Ripple Strategies** for their hard and diligent work in ensuring advocates' voices were heard.





# Timeline on the call for a Treaty

December 1993	UN General Assembly adopts Declaration on the Elimination of Violence against Women
September 1995	The Beijing Declaration and Platform for Action is adopted by 189 countries at the Fourth World Conference on Women.
February 1996	The first UN Special Rapporteur on violence against women and girls, Radhika Coomaraswamy, introduces the idea of a binding norm on ending violence against women.
November 2012	The third UN Special Rapporteur on violence against women and girls, Rashida Manjoo, calls for a global treaty.
June 2013	Every Woman / Harvard Carr Center and Center for Public Leadership hold first convening.
July 2013	Every Woman Working Group forms.
2013 - 2021	Every Woman conducts 8 years of research and global consultation with scholars and activists.
June 2015	The third UN Special Rapporteur on violence against women, Rashida Manjoo, repeats the call for a global treaty.
September 2015	UN SDG 5.2 sets a target of eliminating violence against women by 2030.
2019 - 2021	Global civil society meets with 102 States on the need for a global treaty.
September, 2021	Nigerian President Muhammadu Buhari calls for a global treaty at the UN General Assembly; Organization of American States Secretary General Luis Almagro calls for a global treaty.

November 2021	Every Woman Activist Draft Treaty completed.
November 25, 2021	Democratic Republic of the Congo President Félix Tshisekedi launches a “strident call” for a global treaty at the African Union’s inaugural Men’s Conference on Positive Masculinity.
February 15, 2022	More than 220 Afghan women’s rights advocates urge US President Joe Biden to champion a global treaty specific to violence, calling it “the best chance we have of protecting women and girls in Afghanistan.”
March 16, 2022	At the conclusion of the Resonating from South Asia to the World conference, women’s rights advocates from across South Asia call on their governments to champion, adopt, and implement a global framework.
July 2022	The DRC becomes the first nation to lead the campaign for a global treaty to end violence against women and girls.
June 10, 2022	Colombian President Iván Duque Márquez and Organization of American States Secretary General Luis Almagro amplify the call for a treaty at the IX Summit of the Americas.
September 2022	Costa Rica agrees to co-lead treaty advocacy among UN Member States with the DRC.
October 28, 2022	Costa Rica, the DRC, and Every Woman cohost a Geneva convening on the need for a treaty. Attendees included more than 50 UN Permanent Representatives, diplomats, international NGOs, and representatives of the Office of the UN High Commissioner for Human Rights.
December 2022	League of Arab States launches the Arab Declaration to Combat All Forms of Violence against Women and Girls.
December 2022	Sierra Leone becomes a champion nation.



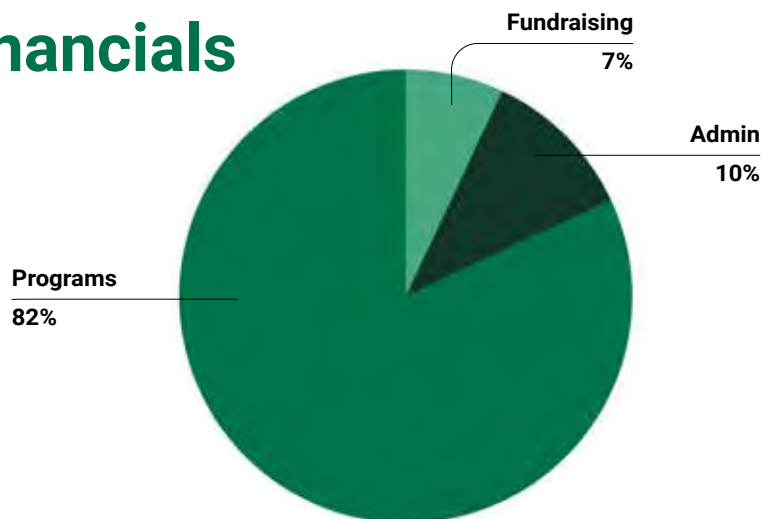
N America  
5%

# 2022 Board of Directors and Financials

## Board of Directors

Rosalyn Chen  
Aisha Simon  
Patricia Jackson  
Leslie Decker  
Andrew Shakman  
Liz Tinkham  
Rasha Qamheyeh  
Francisco Rivera  
Eleanor Nwadinobi  
Anna Lind-Guzik

## Financials





# Thank you!

Every Woman is grateful for the financial support of the following organizations and donors. Thank you for your leadership in ending violence against women and girls. Together, we are building a safer world for women and girls, everywhere.

Amazon Smile	Leslie Decker	Francisco Rivera
Big Agenda Productions	Gail Degiulio	Kylie Schuyler
Chavez Family Foundation	Jacqueline Del Monte	Richa Sehgal
Indrani's Light Foundation	Gregory Giesler	Andrew Shakman
Network for Good	Katherine M. Gockel	Robert Shakman
Portland Rotary Charitable	Eden Hill	Ann Shannon
Trust	Kate Isler	Lisa Shannon
So Hum Foundation	Patricia Jackson	Julie Stransky
	Shannon Jones	Elizabeth Tinkham
Lindsay Apperson	Kippy Joseph	Marjorie Torres
Richard Barker	Stacey Keare	Jana Shea
Jane Barry	Ruth Krebs	Karen Sherman
Kent Bass	Elizabeth Levine	Aisha Simon
Ardith Bowman	Anna Lind-Guzik	Amit & Tammy Singh
Leslie Brinker	Yael Marciano	Karen Solimano
Leslie Bruner	Jody Max	Sharon Starr
Madeline Cameron	Louise Patterson	Brent & Tamara Turner
Wardleworth	Jessica Pirro	Angela Vigil
Michael Chew	Jennifer Potter	Julie Waxman
Cynda Collins Arsenault	Rasha Qamheyeh	Carol Wick
Linda Crafts	Carla Reed	Tina Castanares Williams



## **Every Woman Treaty**

is a 501(c)(3) organization

EIN/tax ID: 47-3272024

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