

WOMEN & MONEY

MAKING MONEY MOVES THAT MATTER

PLEASE STAY IN TOUCH!

This event marks the beginning of an ongoing initiative and event series. Visit What Will It Take's Women & Money Initiative page (<https://whatwillittake.com/money-initiative/>) for more information, articles, and resources as we continue to build on the knowledge we share and the commitments we make here in Austin.

WHAT WILL
IT TAKE
MOVEMENTS

Marianne Schnall
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CHANGEMAKER STRATEGIES

Tuti Scott
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WELCOME

DEAR LEADERS & LEARNERS,

Thank you for joining What Will It Take Movements and Changemaker Strategies at this inaugural “Women and Money” convening where we get to build our collective power and craft multiple action plans for mobilizing money with a gender, racial, and economic justice lens.

This event has been gestating for a few years and is a true labor of love. As with all convenings, there have been ups and downs, including a lack of necessary sponsorship. But here we are, and we are thrilled and honored to be with you all today. We believe the women's movement needs as many galvanizing moments as possible. This gathering is designed to be just one.

Money and power are embedded into the thread of almost every issue where we want to make an impact. So many people, especially women, are hungry to learn more about money: giving, spending, and investing. We are also waking up to the idea that we can be more holistic in our approach to our finances. The silos within finance, philanthropy, and investing are also slowly dissolving. This gathering is an expression of that.

We are delighted to say that everyone here is a thought leader, professional in their field, or pioneer/maverick! We are all making “money moves that matter.” In this precious time together, our hope is that we share ideas and tools and learn from each other. This is about listening to one another's burning questions and taking the time to respond. We hope it will also be about uncovering known and yet-to-be-discovered solutions. Finally, this event is about relationship building and shared success.

I, Tuti, want to say that transformational leadership is a lifelong sport. At 57, I am just starting to embrace all sides of who I am. I am a leader, yes, but also a listener and follower. I am a teacher, coach, and energetic team player. I am a CEO and board chair. I am a systems thinker and data geek. I am serious and playful. I am learning that I am a woman of conviction, and my faith is unwavering when it comes to what I know we can accomplish here together as a sisterhood.

I, Marianne, am so honored and excited to see Women & Money come to fruition because this event is aligned with the mission of What Will It Take, which is to be a connective tissue across movements and to facilitate dialogue, collaboration, and impactful calls to action. I am a lot of things: a mother, an author, a founder, a journalist. But in all of those things, in work and in life, I am an activist like each of you—striving to make a positive impact. This is why I am grateful for the leaders and changemakers who have come together to do just that. This is just beginning. We plan for Women & Money to be an ongoing movement, one that builds on the knowledge and coalition building that emerge during our time together here in Austin.

As we join you today and tomorrow, we invite you to think about your own intentions for this gathering. Please bring them with you into this event and beyond. So many of us have bold goals and rightly so. Now let's work together to accomplish them. Go team!

In sisterhood,

Tuti B. Scott & Marianne Schnall



WHAT DOES EQUITY & INCLUSION LOOK LIKE HERE TODAY?

DEAR FRIENDS,

Women and Money: Making Money Moves that Matter has intentionally convened a diverse group of women in the business of supporting women and girls by leveraging their resources because we know the positive social impact we can achieve together.

Our mighty team of 30+ professionals have been asked to prepare their expert presentations with a race and gender lens toward social equity and positive social impact. I, Gwendolyn VanSant, have been asked to take lead on this event as an Equity and Inclusion consultant, and I'm delighted to serve as the Accountability Team Leader and an event Co-Host. Additionally, our team plans to host intentional spaces during the event to address the multiplicity of gender and racialized oppressions (for example, a session I am co-hosting with Susan Witt of The Schumacher Center for New Economics, among others).

Our hope is that by leveraging our collective power as those of us who identify as women and/or feminists, we will make the cultural shift required for our nation to thrive and disrupt all systems of oppression across religion, race, ethnicity, gender, and sexuality. Read Our Values below.

Serving the work forward,

Gwendolyn VanSant

Equity & Inclusion Consultant, Women and Money
Co-Founder and CEO of BRIDGE
Equity & Inclusion Team Lead, Changemaker Strategies



OUR VALUES & COMMITMENTS

WE WILL...

- **Honor** past and present leaders in philanthropy, social entrepreneurship, angel investing, impact investing, and gender lens investing.
- **Elevate** new and more diverse voices.
- **Spark** fresh conversations, build on what we know, and turn knowledge into action.
- **Listen** deeply.
- **Acknowledge** that there are many ways to "make money moves that matter." There is no one "right" path.

WE AIM TO...

- **Use** the power of our intentions.
- **Apply** a gender, racial, and economic justice lens.
- **Shift** power and resources.
- **Celebrate** each other's good work and have fun!
- **Stay** connected.

Co-created by Tuti B. Scott,
Luisamaria Ruiz Carlile,
Lex Schroeder, Marianne Schnall,
& Gwendolyn VanSant

WHAT WILL
IT TAKE
MOVEMENTS

CHANGEMAKER STRATEGIES
COACHING LEADERS • STRENGTHENING TEAMS

WOMEN & MONEY: Making Money Moves that Matter

SEPT 16 - 17 AUSTIN, TX

OUR GOALS?

MOVE money

BUILD momentum & accountability

CHANGE systems

AGENDA AT A GLANCE

MONDAY, SEPTEMBER 16, 2019

Connect, Frame the Movement, Share Stories

2:00PM – WELCOME

2:15PM *Roslyn Dawson Thompson, Texas Women's Foundation
Suneela Jain, Tides*

2:15PM – FRAMING THE WORK TOGETHER

2:30PM *Marianne Schnall, What Will It Take Movements
Tuti Scott, Tides and Changemaker Strategies
Tracy Gray, The 22 Fund and We Are Enough*

2:30PM – CONNECTION ACTIVITIES

3:15PM *Changemaker Strategies Team:
Tuti Scott, Gwendolyn VanSant, & Lex Schroeder*

**3:15PM – DEFINING THE MOVEMENT – INVESTING THROUGH A
4:00PM GENDER AND RACIAL JUSTICE LENS**

*Tracy Gray & Katherine Pease – Investments 101
Rachel Robasciotti & Gwendolyn VanSant –
Equity & Social Justice
Joy Anderson and Luisamaria Ruiz Carlile –
What Is Gender Lens Investing?*

4:00PM BREAK

4:15PM – "TUTI TALKS"

5:15PM *Brief Thought Leader Dialogues with Tuti Scott
Luisamaria Ruiz Carlile, Stephanie Gripne,
Joy Anderson, Natalia Oberti Noguera*

5:15PM – NETWORKING RECEPTION

6:15PM *Leena Barakat, Tides*

6:15PM – DINNER & TELLING OUR MONEY STORIES

8:00PM *Welcome by Tracy Gray, The 22Fund
Remarks by Patricia Farrar-Rivas, Veris Wealth Partners*

Use #WomenAndMoneyAustin and #GenderMoneyPower to
share your experience & expand the conversation

AGENDA AT A GLANCE

TUESDAY, SEPTEMBER 17, 2019

Learn, Share, Take Action!

8:00AM - FRAMING THE DAY

8:10AM *Welcome by Julia Pimsleur, Million Dollar Women
Tuti Scott*

8:10AM - BREAKFAST CONVERSATIONS

- 8:40AM**
1. ***Entrepreneurship as the Fastest Way to Close the Economic Gender Gap*** – Julia Pimsleur
 2. ***Understanding Tools for Impact*** – Leena Barakat & Shauné Zunzanyika
 3. ***Venture Capital Investing & The Importance of Investing in Women Entrepreneurs*** – Kerry Rupp & Sara Brand
 4. ***Strategy for Supporting Political Candidates; Progressive Women and People of Color*** – Maria Jobin-Leeds
 5. ***Land Rights*** – Radha Friedman
 6. ***Gender-Based Violence Campaign*** – Joy Anderson
 7. ***LGBTQI – Making Gender Lens More Intersectional*** – Katherine Pease
 8. ***Measuring Impact*** – Christina Madden
 9. ***Activating Local Women's Networks*** – Ranjani Sridharan
 10. ***Cryptocurrency*** - Shailee Adinolfi
 11. ***Buy from a Black Woman*** - Nikki Porcher
 12. ***Angel Investing; the Pipeline Angels Approach*** - Roshell Rosemond Rinkins

8:45AM - LAUNCH OF ACTION PLANNING

9:00AM

9:00AM - WHAT ARE “MONEY MOVES THAT MATTER?”

9:30AM *Remarks by Kristin Hull, NIA Impact Capital*

9:30AM BREAK

9:45AM - “TUTI TALKS”

10:30AM **Brief Thought Leader Dialogues with Tuti Scott**
Alison Pyott, Katherine Pease, Marjorie Winfrey

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AGENDA AT A GLANCE

TUESDAY, SEPTEMBER 17, 2019

Learn, Share, Take Action!

10:30AM - BREAKOUT SESSIONS I & II

- 11:20AM** 1. *Investing in Women and Politics* – Cynthia Terrell
& 2. *Aligning Your Dollars for Impact* – Leena Barakat & Akasha
11:30AM - Absher
12:20PM 3. *Women Invest for Better* – Ellen Remmer &
Kathleen McQuiggan
4. *Venture Capital Investing to Maintain the Innovation
Economy* – Kerry Rupp & Sara Brand
5. *“New Economics” Strategies and Perspectives in Justice
Work* – Gwendolyn VanSant & Susan Witt
6. *Investing with a Racial Justice Lens* – Rachel Robasciotti
7. *Gourmet Investing with Race and Gender Centered
Solidarity* – Maria Jobin-Leeds & Nia K. Evans
8. *Journey to Impact Investing* – Nicole Bagley &
Stephanie Gripne
9. *Blockchain 101 and 202* – Shailee Adinolfi

12:30PM - LUNCH

- 1:30PM** Welcome by Tracy Gray
Remarks by Vicki Saunders, SheEO
Remarks by Antoinette Klatzky, Eileen Fisher & Women Together

1:30PM - DIALOGUE ON WOMEN & MONEY

- 2:20PM** “In conversation” with Marianne Schnall
Tracy Gray, Antoinette Klatzky, Roslyn Dawson
Thompson, Roshell Rosemond Rinkins

2:20PM BREAK

2:30PM - OPEN SPACE

- 3:45PM** (Self-Organizing Small Group Conversations)
Facilitated by Lex Schroeder & Gwendolyn VanSant

3:45PM - DIALOGUE ON COMMUNITY BUILDING

- 4:30PM** “In conversation” with Kristin Hayden
Ellen Remmer, Gwendolyn VanSant, Dee Poku Spalding

4:30PM - CLOSING & NEXT STEPS

- 5:00PM** Tuti Scott, Marianne Schnall, & Tracy Gray

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TALKS & WORKSHOPS

IN ORDER OF WHEN THEY APPEAR IN THE AGENDA

TUTI TALKS

Low tech, time bound, down-to-earth dialogues with fierce leaders.

Round 1: Luisamaria Ruiz Carlile, Stephanie Gripne, Joy Anderson, Natalia Oberti Noguera

Round 2: Alison Pyott, Katherine Pease, Marjorie Winfrey

Join us for short dialogues with leading thinkers and activists on the themes of gender, money, and power. Each speaker will have a chance to take a stance, share stories about their work, and offer new ideas and insights. For this event, the invitation to speakers is to provide clear action steps that people can take to move themselves or their communities forward on their financial social impact journey. For participants, our hope is that you connect with each of these speakers later in the conference or at another time to continue the conversation.

PANEL: DEFINING THE MOVEMENT — INVESTING THROUGH A GENDER AND RACIAL JUSTICE LENS

Tracy Gray, Katherine Pease, Rachel Robasciotti, Gwendolyn VanSant, Joy Anderson & Luisamaria Ruiz Carlile

We can't make new strides in gender lens investing or any other area without knowing where we've been and acknowledging the work of others. This session is dedicated to painting a picture of the field of gender lens investing as it stands now, noting that we will still only have time to scratch the surface of what is a fast-emerging field with many different leaders and organizations working to shape what's next. Katherine Pease, Tracy Gray, Joy Anderson, and Luisamaria Ruiz Carlile, will give us an overview of ideas, terms, and insights around investing and share their thoughts on moving capital and investing with a gender lens. Gwendolyn VanSant and Rachel Robasciotti will share their expertise and views on how to align resources for racial justice and equity.

BREAKFAST CONVERSATIONS

Please meet each other and make these conversations what you need them to be!

TALK: WHAT ARE MONEY MOVES THAT MATTER?

Kristin Hull

Real systems change looks like collective action, but always requires individual courage. Kristin Hull is the Founder, CEO, and CIO of Nia Impact Capital, a leading gender lens investing firm that invests in "forward-thinking companies poised to play a key role in our transition to an inclusive, just, and sustainable economy." All companies within Nia's portfolio must have executive teams demonstrate a commitment to diversity, transparency, employee engagement, and ecological sustainability. What does it take to create such a "women-led team of activist investors?" Kristin will share leadership stories from building a gender certified investment firm, working within her family foundation, and becoming a leader in impact investing inside the donor communities of Women's Donor Network and Women Moving Millions. What are some of her own unique money moves that matter? What are money moves that matter for all of us?

TALKS & WORKSHOPS

BREAKOUT SESSIONS

1. INVESTING IN WOMEN AND POLITICS

Cynthia Terrell

The United States is founded on the ideal of representative democracy (“of the people, by the people, and for the people”) yet the overwhelming majority of elected and appointed positions in government are held by men. Women make up over half the population, but only 24 percent of Congress, 29 percent of state legislative offices, 18 percent of statewide executive positions, and just 20 percent of city and county officials. As of September 2019, 77 nations rank above the U.S. in women’s political representation. Even with gains for women at the federal and state level in 2018, we are many centuries away from winning gender parity for women across the ideological, geographic, economic, and racial spectrum in the U.S.

Research and experience confirms that female candidates face institutional barriers including recruitment practices that perpetuate status quo candidates, voting systems that protect incumbents and limit competition, and legislative norms that make it difficult for women to serve and lead effectively once elected. The nations ranked above the U.S. in women’s representation have employed a variety of institutional reforms to address these structural barriers, but much of the focus in the U.S. continues to be on preparing individual women to run, rather than changing the systems that unfairly hold her back. Come and learn more about: gender targets for political parties & PACs so that more women run; ranked choice voting for executive and legislative elections so that more women win; and modern legislative rules and norms so that more women are able to serve and lead effectively once elected to office.

2. ALIGNING YOUR DOLLARS FOR IMPACT

Leena Barakat & Akasha Absher

Thinking about making your dollars work for good? Want to extend your impact and align your purse with your values? This workshop can help you begin the journey.

In this interactive session, we will explore the landscape of impact investing and review concrete examples that highlight the different tools and investment vehicles used by individuals to advance mission and values. Together and individually, we will delve into strategies that can kick-start your own impact investing journey.

3. WOMEN INVEST FOR BETTER

Ellen Remmer & Kathleen McQuiggan

Identify how you can be a champion for change in the capital markets by helping all women purposefully and thoughtfully invest their financial resources for good.

What would be possible if all women purposefully invested their financial assets in support of their values and interests? How can you be part of the revolution to make that happen? In this workshop you will learn about the Invest for Better campaign and explore effective strategies to help women bridge the chasms between their interests and their actions. Workshop participants will be introduced to the Invest for Better Circle toolkit, a just-released resource to help women launch circles of peers eager to learn more about impact investing and move their money to action. Together, we will practice skills for identifying and addressing obstacles to action and stimulating behavior change. Finally, we will invite your collective input on ways to supercharge this campaign.

TALKS & WORKSHOPS

BREAKOUT SESSIONS

4. VENTURE CAPITAL INVESTING TO MAINTAIN THE INNOVATION ECONOMY

Sara T. Brand & Kerry Rupp

Women are the key to maintaining the innovation economy. Learn more about why and how this can be achieved through venture capital fund investing.

This interactive session will discuss the importance of women specifically investing in venture capital. As context for the discussion, we ask participants to our work in Forbes on how to change the landscape of gender dynamics in VC. We will use this material to develop a baseline understanding on the current state of the VC industry, including the challenge to new fund managers in raising significant capital (meaning institutional capital) and how we believe the near-term solution is women investors. Part I: Sexual Discrimination, The State Of Venture Capital And How To Fix It, is about how we see women investing in women as a first step in changing the gender imbalance in VC and what a massive financial opportunity women entrepreneurs are. Part II: How To Finally Fix The Gender Gap In VC addresses the larger-scale changes required by institutional investors to really fix the gender inequity and drive higher returns.

In this workshop, we will provide a short case study of our own fund, True Wealth Ventures, and share how we achieved an unprecedented level of women LPs (80%). Then, we will partake in a brainstorming session on how we get more women investing in the venture capital ecosystem to accelerate this “bro” industry to change. We think this is a timely and important topic and look forward to hearing the diverse perspectives of the women in the room!

5. “NEW ECONOMICS” STRATEGIES AND PERSPECTIVES IN JUSTICE WORK

Gwendolyn VanSant & Susan Witt

I, Gwendolyn VanSant, your Equity and Inclusion Consultant for this event and Co-Founder of BRIDGE in the Berkshire Hills of Western Massachusetts, invited my colleague and neighbor, Susan Witt of the Schumacher Center for New Economics to co-host a conversation starter on reparation models as an essential part of this social impact conversation. In light of this Women and Money event falling on the 400th anniversary of the first slave boat to arrive on this continent, we will discuss the role community land trusts (CLTs) can play in addressing historic inequities in land distribution. This session will cover the origins of CLTs in the civil rights movement and the newly reborn movement of Black Land Trusts. Together, we are exploring how to create a reparations fund in the Berkshires working with the Berkshire Community Land Trust. The Schumacher Center also founded BerkShares, a local currency that circulates in the Berkshire region to support the local economy.

TALKS & WORKSHOPS

BREAKOUT SESSIONS

6. INVESTING WITH A RACIAL JUSTICE LENS

Rachel Robasciotti

Did you know that “socially responsible investing” almost never includes a racial justice analysis? If you’re excited to learn about how to be anti-racist with your investments, this is your session. We’ll start by reviewing some investment basics and learn how racism has shaped the investing world. Next, we’ll discover tools you can use to measure your own investments’ participation in systemic racism and work together to practice using those tools on real-world investments. All levels of experience are welcome in this session, and we encourage you to bring your questions and investment statements if you’re interested in looking at your own accounts during the session.

7. GOURMET INVESTING WITH RACE AND GENDER CENTERED SOLIDARITY

Maria Jobin-Leeds & Nia Evans

There are so many ways to define your impact goals and make progress. With humorous comparisons to cooking, Maria Jobin-Leeds will share her unique journey to impact, which includes Boston Ujima Project. Nia Evans will tell us more about Boston Ujima Project, one of the most fascinating models for how to center women, people of color, and community members in the investment decisions in our neighborhoods. You will share about your journey to impact, how far you’ve gotten, your next steps, and / or how you would like to help create the solidarity economy, too.

8. JOURNEY TO IMPACT INVESTING

Nicole Bagley & Stephanie Gripne

Dr. Stephanie Gripne will interview Nicole Bagley about her journey from traditional investing and philanthropy to impact investing. Nicole took action to ensure that her investments would support her values without sacrificing returns. Nicole relied on strong mentors and advisors to shift her investment strategy and is now an advocate and mentor to others. Four years ago, Nicole made her first direct investment and began updating the governance of the private foundations she leads. She has since invested in several social venture startups and funds such as Silvernest and Urban Innovation Fund. Listen as Nicole shares how building a trusted network and learning from groups like Impact Finance Center, Next Wave Impact, CO Impact Days, and Impact Investing Institute have been important to her journey. Nicole will also discuss how she’s taking lessons learned from the Impact Finance Center in Colorado and the state’s impact investing community to grow impact investing in other geographies and organizations.

9. BLOCKCHAIN 101 AND 202

Shailee Adinolfi

Join us in discussing the evolution of blockchain and cryptocurrencies, how they work, the major enterprise platforms in use today, case studies, and the future of tokenization. This 45 minute session is meant to be a base from which you can begin considering how it applies to your work. The art of the possible!

YOUR SPEAKERS, FACILITATORS, & WORKSHOP HOSTS

Akasha Absher is the Chief Consulting Officer for Syntrinsic Investment Counsel, a national investment consulting firm exclusively focused on nonprofit organizations and philanthropic private clients. Akasha leads the firm's efforts to create enduring strategic partnerships with clients and craft best in class stewardship platforms. She also is the Principal for Syntrinsic Social Capital, which provides impact strategy engagement, investment manager selection, deal advisory services, and acts as a connector, educator, convener, facilitator, and contributor to the broader ecosystem. Akasha's background includes investment consulting, investment banking, fixed income trading, risk management, and nonprofit leadership, which gives her a unique blend of expertise and experience to work with clients to invest all resources with mission and business strategy. Prior to joining Syntrinsic, she spent many years as a portfolio manager and research analyst at Lucidus Capital Partners and Caxton Associates. Prior to that, she was VP and senior publishing analyst at JP Morgan.

Akasha earned her BA in Finance from Clark Atlanta University and her MBA from the Ross Business School at the University of Michigan. In 2017 and 2018, Akasha was awarded DBJ's Who's Who in Impact Investing in the Rocky Mountain Region. Akasha is currently serving as a Board Member of The Denver Metro Chamber Leadership Foundation, the Denver College Success Corporation, the Colorado Charter Facility Solutions, and is a Board of Advisors Member of Colorado Succeeds.

Shailee Adinolfi has 20 years of experience at the intersection of technology, international development, and financial services. She is Director of Business Development and Advisory for Public Sector solutions at ConsenSys, the largest blockchain company globally. Prior to joining ConsenSys, she was Vice President at BanQu Inc., and spent 11 years on USAID funded projects in economic growth, trade, financial services, and technology in Africa, Asia, and the Middle East with Chemonics Intl. Inc. and FHI 360. She started her career in Accenture's federal practice. She holds a BA in Business Administration and MA in International Affairs from American University.

Joy Anderson is a prominent national leader at the intersection of business and social change whose insights and experience have helped shape hundreds of ventures, as well as the movements of impact investing and gender lens investing. She is founder and president of Criterion Institute, the leading think tank on using finance as a tool for social change, which demonstrates new possibilities through its groundbreaking research, innovative trainings, convenings, and institutional engagement. In recognition of her leadership, Anderson was listed in Fast Company's 100 Most Creative People in Business. In 2017, she

published "A Blueprint for Women's Funds on Using Finance as a Tool for Social Change" in partnership with Global Fund for Women and Ms. Foundation, following the 2015 publication of "Gender Lens Investing in Asia," published jointly with USAID, and Criterion's "The State of the Field of Gender Lens Investing."

Nicole Bagley, Senior Advisor, Impact Finance Center focuses on positive social change and female empowerment in her work as an entrepreneur, philanthropist, and investor. She leads The Brenn Foundation, host to thought-provoking, action-oriented gatherings where visionaries and leaders come together to tackle the world's most complex issues. In the role of Vice President at Arca, her aim is to advance equity, justice, and human rights. Nicole is also President of the Sapelo Foundation, committed to the enhancement and preservation of Georgia's natural environment through enlightened social change. Active in the Colorado impact community, through her direct investments in early-stage companies, she lends mentorship to women and impact. To that end, she's a member of Social Venture Circle, Gender Lens Investing Committee through Beyond our Borders, a senior advisor at the Impact Finance Center that hosts CO Impact Days, and a member of the Women's Forum of Colorado.

Leena Barakat has spent the past decade of her career working across the nonprofit, philanthropic, and private sectors to advance social justice and help shape the role each sector plays towards it. Currently, Leena serves as the Senior Advisor, Strategic Partnerships at Tides, a global philanthropic partner and non-profit accelerator working at the nexus of funders, change makers, and policy to accelerate the pace of social change. In her capacity there, she developed and now leads Tides' corporate social impact program, as well as growing Tides' ecosystem of funders, change makers, and investors in executing on their charitable strategies. Leena also serves on the Board of Directors for the Women Donors Network, a high-impact community of women donors who work together to pool their resources toward advancing their shared vision of a more just, equitable, and sustainable world. Prior to joining Tides, she was the Director of Business Development at Visualizing Impact, a data-visualization firm for social causes, where she helped to scale and internationalize their business model. Before that, she served as the Cultural Program Director at the ACCC of San Francisco. Leena holds a Masters in Global Development and

YOUR SPEAKERS, FACILITATORS, & WORKSHOP HOSTS

Social Justice, from St. John's University in New York. She completed her certification in Advanced Project Management from Stanford University and holds a BA in International Studies from University of California, San Diego. Outside of work, Leena is a proud mother of two, semi-active tennis player, and a former marathon runner living in San Francisco.

Sara T. Brand is the Founding General Partner of True Wealth Ventures, an early-stage VC fund investing in women-led businesses in consumer health and sustainability sectors. She is also the co-founder of (512) Brewing, the largest draught-only, self-distributing microbrewery in the country. Sara was previously in venture capital and management consulting in the Bay Area, as well as in a variety of strategic and operational roles in large tech companies. Sara holds a PhD and MS in green design and manufacturing from UC Berkeley and a BS in mechanical engineering from UT Austin.

Luisamaria Ruiz Carlile is a Certified Financial Planner™ and a pioneering advocate of gender lens investing. Until retiring in January 2019, she worked for almost 12 years as a Senior Wealth Manager at Veris Wealth Partners. With Veris colleagues, she co-wrote early and influential thought pieces on the why and how of investing to support women and girls and helped design gender lens portfolios for a range of clients. Prior to Veris, Luisamaria worked for 13 years at JP Morgan, helping oversee transaction in Latin America. She has a BA in Economics from Wellesley College.

Nia Evans is the Director of the Boston Ujima Project. Nia joined Ujima's executive leadership after serving as a co-founder and Steering Committee member since 2015. Nia is the former Executive Director of the Boston NAACP, where she helped grow the membership and advance the Chapter's Education and Economic Development strategies. Prior to serving with the NAACP, Evans was an accomplished policy analyst and researcher, with expertise in the fields of education and community development. Evans is a contributing researcher for widely cited education policy briefs, and is co-creator of Frames Debate Project, a multimedia policy debate project that explores the intersections of drug policy, mental health services, and incarceration in Massachusetts. Evans was also a school teacher and arts program founder in Inglewood, CA and served as an administrator at The Harlem School of the Arts. Evans has a BS in Industrial and Labor Relations from Cornell University and a Master of Arts in Education Leadership from the Teachers College at Columbia University.

Patricia Farrar-Rivas is a founding principal and CEO of Veris Wealth Partners LLC, an Impact Wealth Management firm. She has been providing impact investment advisory and wealth management services since 1992. Earlier in her career, Patricia worked with community leaders in Central America on economic development, local empowerment, and social justice. She realized the degree to which economic factors were embedded in the challenges they faced, and, as the responsible investing industry was emerged in the U.S., turned her attention to advising asset owners on the potential impact of their investment decisions. Patricia currently serves as the Board President for 18 Reasons, a nonprofit providing Cooking Matters classes to low income communities in the San Francisco Bay Area. Patricia was previously a member of the Standards Council for the Sustainable Accounting Standards Board (SASB) and a Board Member of As You Sow.

Radha Friedman is a philanthropy adviser with a gender lens and is the Founder and SHEO of Radha Friedman Global Philanthropy. Her passion for gender equality has led her around the world, working with organizations and foundations across 60 countries. Radha has helped build equity for womxn and girls through microcredit, land and property rights, and strategic philanthropy to invest in women-led projects. She helped build the largest microfinance institution in India, co-founded the Landesa Center for Women's Land Rights, and consulted to the Bill & Melinda Gates Foundation to advance women's economic empowerment. Now, Radha uses her two decades of on-the-ground experience to encourage investing in womxn and girls and to help womxn and non-binary clients align their values with their investments.

Stephanie Gripne. As Founder and CEO of Impact Finance Center (IFC), Stephanie is the creative force behind several social enterprises designed to accelerate the impact investing movement and move \$1T in investment capital into social ventures that do well by doing good: CO Impact Days, Impact Investing Institute, and Rocky Mountain Who's Who & Impact Investing. Lauded by *Forbes* as "the Steve Jobs of impact investing," Stephanie is continuously innovating IFC's model, an accelerator for asset owners by identifying, educating, and activating philanthropists and investors who want to become impact investors. In just five years, Stephanie has positioned Colorado as the leader in impact investing and the successful pilot for a National Impact Investing Marketplace. Early evaluation

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efforts of IFC's work indicate that 260 direct impact investments totaling \$260M have been completed. A successful entrepreneur, academic, investment advisor, and impact investor, Stephanie's vision is driven by 20 years of combined experience at the \$100 million Eco Products Fund, the Nature Conservancy, the USDA Forest Service, DOE Oak Ridge National Laboratory, the Journal of Wildlife Management, and several universities. She received her PhD from the Boone and Crockett Wildlife Conservation Program at the University of Montana, and has a BS in Biology & Wildlife Management from the University of Wisconsin at Stevens Point, and an MS in Ecology from Utah State. Stephanie is an Aspen Institute Environment Forum Scholar, Environmental Leadership Senior Fellow, Property and Environment Research Center Fellow, Ford Foundation Community Forestry Fellow, and Boone and Crockett Professional Member.

Kristin Hayden is the Chief Partnership Officer of IGNITE. Kristin has been recognized as Ashoka fellow and leading social entrepreneur. She is also currently serving as the Co-CEO of ReflectUS, a coalition of all the leading nonpartisan women's political organizations. Kristin is the founder of OneWorld Now!, a Seattle-based organization that provides international experiences and leadership training to underserved high school youth. Kristin was a founding member of the Global Access Pipeline (GAP), a national consortium to increase the broader representation in the international arena. She is a high-energy speaker on diversity, women's leadership, and social entrepreneurship and Vision. She lives in San Francisco and loves getting around on her Vespa.

Kristin Hull is founder and CEO of Nia Impact Capital, a women-led Registered Investment Advisor leading the charge to change the face of finance by hiring and training women and people of color in sustainable and transformative investing. Kristin founded Nia Global Solutions, a gender-lens portfolio of solutions-focused companies, in her efforts to bring impact investing into the public markets. An impact investor since 2007, Kristin oversaw the investment process for one of the first family foundations as they moved their endowment assets into 100% alignment with their philanthropic mission. In 2010 Kristin went on to found Nia Community, a 100% mission-aligned impact investment fund focused on social change and environmental sustainability in her home town of Oakland, California. Kristin is also a co-founder of Impact Hub Oakland and of the North Oakland Community Charter School, and served on the founding board of George Mark Children's House. Prior to devoting her career to transforming our financial system, Kristin was a full-time educator,

teaching bilingual classes in Oakland and San Francisco. She earned her PhD in Education at University of California, Berkeley, her Masters in Research in Bilingual Education from Stanford University and her BA and teaching credentials from Tufts University.

Suneela Jain. As Tides' General Counsel, Suneela keeps Tides in legal compliance and manages organizational risk so Tides' donors and doers can focus on making meaningful progressive social change. Prior to joining Tides, Suneela worked as an attorney for Cleary, Gottlieb, Steen & Hamilton and Gunderson Dettmer, and as a pro bono attorney at The Nature Conservancy. She joined Tides with breadth and depth of experience advising individuals, nonprofits, small business owners, venture funds, government officials, and public and private companies—in formal and pro bono capacities—about issues ranging from corporate governance to joint venture partnerships. At Cleary, she also chaired the Microenterprise Project at Volunteers of Legal Services and served as a member of the Pro Bono, Diversity & Inclusion, and Mentoring Committees.

Suneela received her JD from Yale University, and her BA from UCLA, where she studied political science and international relations. While at Yale, Suneela's activities included providing support to small island nations at the 2009 Climate Change Conference in Copenhagen, working at a civil society organization in Argentina, acting as Student Director of the Orville H. Schell Center for the Study of International Human Rights, and of the Community Development and Financial Institutions Clinic, and advocating for refugees as a member of the Iraqi Refugee Assistance Project. While at UCLA, she studied in Ghana and worked at the Center for Democracy and Development. Suneela is a member of the bars of New York and California.

Maria Jobin-Leeds. Developing and supporting the women we need in public leadership has been the hallmark of Maria's decades of political strategy. Maria's List has promoted the finest and most strategic women across the country who've won office and made policy; addressing racism, sexism, and the economy. She's led the Access Strategies Fund, which has nurtured the civic groups in Massachusetts that are led by sharp, dedicated women of color who lead in community centered ways—mentoring, growing, confronting, challenging, changing, and winning. Our focus on the Solidarity Economy is an outgrowth of the hard truth that it takes money to participate in the US.

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democracy. Our community leaders are rethinking the economy in more just ways, and we are taking their lead. Our investments are following the same values and standards, growing the entrepreneurs, businesses, and sectors we need for a healthy vibrant democracy where people are welcome, educated, have access to opportunity, and can exercise the power to make decisions about their own lives.

Antoinette Klatzky has worked directly with Eileen Fisher for 10 years in various roles. Currently, she serves as Eileen Fisher Leadership Institute's Co-creator and Executive Director, as well as Women Together's Host, Facilitator and Co-Producer. Ms. Klatzky is passionate about creating systemic social change through collaborative and innovative social entrepreneurship. Antoinette also currently serves on the board of Presencing Institute, Women's Funding Network, Westchester Women's Agenda, and the Westchester Community Foundation.

Christina Madden joined Criterion Institute in 2017 following more than a decade of experience at the intersection of finance and social change. While at the Carnegie Council for Ethics in International Affairs, she supported the Workshops for Ethics in Business series and developed lesson plans, articles, and other educational materials on "conscious capitalism" and sustainable investing. Christina has worked in more than a dozen countries in Southeast Asia, West Africa, and Latin America, focusing on the impact of business and investment on violent conflict, human rights, and social and economic development. Her research has been published in a number of outlets including *Foreign Affairs*, *The Asia Times*, *World Politics Review*, and the book *Perspectives on Peacekeeping and Atrocity Crimes Prevention*. She is an active member of Women In International Security, Carnegie New Leaders, and Women Investing for Sustainable Economies.

Kathleen McQuiggan discovered her true calling in 2009 when, after a successful 20-year career on Wall Street, she set out to find a financial planner that met her needs as a single female investor. She was surprised to discover how hard this actually was. After her challenging experience finding a financial advisor who truly "got her," she realized it was time to make a career change. Ever since, Kathleen has been passionately advocating for women, encouraging them to take control of their financial futures. Now, as a wealth advisor at Artemis Financial Advisors, Kathleen channels her positivity and enthusiasm for finance to motivate women around money and help them build sustainable

financial plans. Kathleen serves on the Board of Directors at the Forte Foundation, a nonprofit on a mission to change the balance of power in the workplace and Women Working for Oceans. She also serves on the investment committee of the New Hampshire Charitable Foundation and is an active member of SheGives, Ellevest Network, and Dartmouth Natural Resource Trust. Kathleen holds a BS in business administration with a concentration in finance from Towson University. She lives in Boston's Back Bay with her rescue dog, Pearl.

Natalia Oberti Noguera. Dubbed "The Coach" by *Marie Claire*, Natalia (aka Ms. Oberti Noguera) is Founder & CEO of Pipeline Angels. Pipeline Angels is changing the face of angel investing and creating capital for women and non-binary femme social entrepreneurs. Natalia is also Creator & Host of Pitch Makeover, a podcast on pitching and investing that spotlights startups launched by women, non-binary people, and men of color. She holds a BA in Comparative Literature & Economics from Yale, as well as an MA in Organizational Psychology from Teachers College, Columbia University. Natalia serves on the boards of Walker's Legacy, Women 2.0, and iRelaunch. *Inc. Magazine* selected Natalia as one of "The Most Impressive Women Entrepreneurs of 2016," *Latina.com* included her in their list of "25 Latinas Who Shine in Tech," and Women's eNews recognized her as one of 21 Leaders for the 21st Century for 2012. StartOut, a network of LGBTQ entrepreneurs, honored Natalia (a cis queer Latina) with the 2017 Nixon Peabody Trailblazer Award, "recognizing an entrepreneur whose pioneering approach or vision has set a trend for an entire industry." In 2018, in celebration of Frederick Douglass's bicentennial, Natalia was named to the inaugural FD200, a list "honoring 200 changemakers whose work embodies Douglass's enduring legacy of social change."

Katherine Pease is Managing Director, Head of Impact Strategy at Cornerstone Capital Group. In this role she helps develop and monitor impact strategies and provides contributions to Cornerstone's professional research team. She previously served as the Principal of KP Advisors, Inc., whose mission is to help foundations, nonprofits, and investors develop thoughtful, innovative approaches to address the challenges they care most about by using a variety of types of capital and other resources to make the world more just, fair, and equitable. Previously she served as Senior Vice President for Philanthropic Investment and Public Policy at Gary Community Investments

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and as Executive Director of the Gill Foundation. Katherine is a board member of the Global Greengrants Fund and the Colorado Nonprofit Association, and serves on numerous advisory boards including the Global Climate Finance Campaign and the School of Public Affairs at the University of Colorado Denver, where she also teaches about philanthropy and impact investing.

Julia Pimsleur is Founder & Chief Empowerista of Million Dollar Women and host of the Million Dollar Mind podcast. Million Dollar Women is helping one million women get to \$1M in revenues. MDW is a social venture, half for-profit and half nonprofit, with scholarships for women of color entrepreneurs. Pimsleur is the author of *Million Dollar Women* and has a forthcoming book, *Million Dollar Mind*. See juliapimsleur.com for free blogs, speaking, and upcoming events and milliondollarwomen.us to learn more about getting involved in helping one million women to \$1M in revenues.

Nikki Porcher. If you see a Black Woman Business Owner, you can bet Nikki Porcher is somewhere cheering her on. Buy from a Black Woman, a nonprofit organization that brings awareness to Black Women Business Owners, was founded when she asked the Universe for instructions on how she should use her gifts and talents. From serving in the Armed Forces, an extensive history of working with nonprofits, and teaching in the public school system, her mission—in which she possesses a wealth of knowledge and experiences—is to support and provide tools and resources to help Black Women Business Owners. She continues to live out her vision with community-based classes, online workshops and webinars, and one-on-one mentoring services. With an academic background in business marketing and advertising design, she does all of this community work that comes so easily to her with a quintessential Jersey Girl flare.

Alison Pyott is a Partner, Senior Wealth Manager, and Certified Financial Planner™ in the Portsmouth office where she leads the firm's Women, Wealth and Impact strategy. Alison also speaks internationally on impact and gender lens investing and has co-authored several papers on gender lens investing including "Gender Lens Investing: Bending the Arc of Finance for Women & Girls." Alison serves on the Steering Committee for Invest for Better | Women Lead the Way and is an advisor to the Northern New England Women's Investor Network (NNEWIN). She is a member of the Seacoast Women's Giving Circle, New England International Donors (NEID), and the Financial Planning Association of New England, a nonprofit that launches women-led businesses in conflict-ridden regions.

Ellen Remmer is an investor, philanthropist, advisor, and champion for impact investing. Her current focus is leading Invest for Better, a campaign created to help women mobilize their investment capital for good. She is Senior Partner at The Philanthropic Initiative (TPI), a nonprofit philanthropic advisory group where she served as President and CEO from 2007-2012; President of the Remmer Family Foundation, which supports girls empowerment organizations and sustainable fisheries; and Chair of Prosperity Catalyst,

Roshell Rosemond Rinkins is a skilled negotiator, power broker, and a global leader with strong business acumen honed at some of the nation's top Fortune 100 companies including Apple and Procter & Gamble. She is a Supply Chain and Operations expert with diverse business leadership experience spanning across multiple disciplines and industry verticals in the private and public sector. The South Florida native has built mastery over the last 15 years in logistics, strategic sourcing, supply chain optimization, and operations management. As the Founder of Liquid Courage Cosmetics, Roshell leads a world class beauty lifestyle movement providing high-quality lipsticks and apparel for over 20K beauty enthusiasts conquering life, family, career and everything in between. Roshell founded The PowHER Brunch, an empowering conversation for women seeking to take their personal brand to the next level and a community-building event for upwardly mobile women on the go. Roshell joined Knight Foundation in March 2019 as the Director of Grants Administration, where she is responsible for supporting and improving Knight's grant-making.

Roshell is a member of the Silicon Valley venture capital cohort, Pipeline Angels; Delta Sigma Theta Sorority, Inc., and previously served on the board of the Carl H. Linder YMCA. Roshell was appointed by the Mayor of Cincinnati to become its first Economic Development Chair of the Cincinnati Young Professionals Kitchen Cabinet. Roshell earned both her Bachelors of Science and MBA degrees from Florida Agricultural and Mechanical University. She has been featured in various media outlets including Nasdaq, The Huffington Post, and many podcasts. Roshell was recognized by the Women of Silicon Valley for her contributions in Tech and named "40 Under 40" by the Procter & Gamble Alumni network recognizing employees who continue the mission of touching and improving lives. Roshell is a proud recipient of Miami Herald/Knight Ridder's prestigious Silver Knight Award in Business.

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Rachel J. Robasciotti (pronouns: she/her) is the founder of Robasciotti & Philipson, a wealth management firm that is proud to be owned and operated by women, people of color, and members of the LGBTQ+ community. As an entrepreneur who started her company at age 25, Rachel grew up poor, raised by a single Black mother who struggled for financial security in a town that was still largely segregated by race. She graduated from high school at 15 years old and ultimately attended the University of California, Berkeley where she studied economics. After working at large financial firms, learning what they do well and what she wanted to do differently, at the age of 25, she decided to create her own financial firm. Rachel is most excited about her firm's innovative impact investing community. RISE (Return on Investment & Social Equity) builds bridges that bring the investment industry into deep alignment with social justice movements and has the financial industry's most comprehensive racial justice investment criteria. RISE centers the voices of those most impacted by systems of oppression when defining impact and seeking to earn a reasonable financial return. In the community, RISE builds coalitions that influence the behavior of publicly traded companies and leverages the power of investing to make real change. Rachel is a proud queer woman of color, math nerd, and passionate community activist. When she's not rocking the boat, promoting social justice, or creating spreadsheets, Rachel can be found cooking or meditating in her sunny apartment in San Francisco.

Kerry Rupp is General Partner at True Wealth Ventures, an early-stage VC fund investing in women-led businesses in consumer health & sustainability. She teaches for the NSF I-Corps program, mentors startups, and consults on innovation and strategy. Kerry was previously CEO at DreamIt, a Top Ten US startup accelerator and VC fund. She founded Holiday Golightly, a group travel service for women. Kerry holds an MBA from HBS and a BA from Duke.

Vicki Saunders is an entrepreneur, award-winning mentor, advisor to the next generation of change makers, and leading advocate for entrepreneurship as a way of creating positive transformation in the world. Vicki is Founder of #radicalgenerosity and SheEO, a global community of radically generous women supporting women-led Ventures working on the World's To Do List. Vicki has co-founded and run ventures in Europe, Toronto, and Silicon Valley and taken a company public on the Toronto Stock Exchange. Vicki was named one of the 100 most influential leaders of 2015 from "EBW – Empowering A Billion Women." In 2001, Vicki was selected as a "Global Leader for Tomorrow" by the World Economic Forum.

Dee Poku Spalding is an entrepreneur and women's advocate. She is the Founder and CEO of WIE, an influential leadership network that works to equip women with the tools to succeed in their careers. WIE creates educational programming for its members, and supports brands and corporations on their diversity initiatives. She is also the founder of The Other Festival, a first of its kind all female entrepreneurship festival that showcases the talented makers and creators breaking the rules and redefining how business is done. A former Hollywood studio executive, Poku's background includes senior marketing roles at Paramount Pictures and Focus Features. Dee began her career in brand marketing and promotions and over the years has worked with renowned brands such as Coca Cola, Absolut Vodka, Crème de la Mer, Stella Artois and London Fashion Week. Poku holds a Bachelor of Science degree in Math. She's been named one of Marie Claire's 50 Women Changing the World, a CUP Catalyst Changemaker, and one of TRUE Africa's 100 Top Innovators. She is a member of the Women's Forum, is on the Board of Directors of the British Academy of Film NY (BAFTA); She's The First; the Credit Suisse New Markets Women's Advisory Board, and various startup advisory boards.

Ranjani Sridharan is Founder and CEO of Social Impact Bank LLC, an early stage venture which seeks to provide a fixed income type return to lenders of working capital for social enterprises. As a Consultant at Living Cities (a syndicate of some of the world's largest Foundations and Banks), she works with the investment team analyzing credit worthiness of social enterprises and Funds focused on improving outcomes around racial equity in the US. Ranjani is inspired by the power of creative collaboration and co-founded the DC women impact investing network to promote knowledge and networks among women professionals working across impact investing in the DC area. Ranjani was most recently the Controller for Distributed Sun LLC (D-Sun) and responsible for portfolio management for D-Sun's Solar Energy Investment Companies (SEICs). Prior to business school, Ranjani worked in acting CFO and Controller roles for social ventures focused on education and literacy. Ranjani received her MBA from The George Washington University and BA in Economics from Mount Holyoke and is a licensed CPA (State of California). She grew up in Kenya and India, studied abroad in France, and has lived in the U.S. over the past 20 years. Ranjani has traveled to over 15 countries and speaks five languages.

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Cynthia Terrell is the founder and executive director of RepresentWomen and a founding board member of the ReflectUS coalition of non-partisan women's representation organizations. Terrell is an outspoken advocate for innovative rules and systems reforms to advance women's representation and leadership in the United States. Terrell and her husband Rob Richie helped to found FairVote, a nonpartisan champion of electoral reforms that give voters greater choice, a stronger voice, and a truly representative democracy. Terrell has worked on projects related to women's representation, voting system reform, and democracy in the United States and abroad. Previously, Terrell worked extensively on political campaigns, working as campaign manager and field director for campaigns for the U.S. President, U.S. House and U.S. Senate, for governor and for state and city-wide initiative efforts, including a state equal rights amendment and a city campaign for fair representation voting. Terrell has been published in numerous print journals including: *The Washington Post*, *The New York Times*, *The Hill*, *Refinery29*, *The Nation*, *the Pittsburgh Post Gazette*, *The American Prospect*, *The Philadelphia Inquirer*, *The Baltimore Sun*, and *The Christian Science Monitor*; has appeared on C-SPAN's Washington Journal; and has participated in numerous radio shows and panel discussions on the topics of electoral reform and structural strategies to elect more women. She is an avid knitter and gardener, has three children, and is active in the Quaker community. She graduated with a BA in political science from Swarthmore College in 1986.

Roslyn Dawson Thompson was appointed president and CEO of Texas Women's Foundation (formerly Dallas Women's Foundation) in 2011, moving from a 25-year career as owner of a national marketing communications firm to leading the organization she had supported as a volunteer and donor since its inception. During her tenure, the Foundation has become one of the world's largest women's funds and undertaken ambitious strategic initiatives to impact women's economic security and women's leadership, seeking to Transform Texas for Women and Girls. The Foundation raises approximately \$9 million annually that supports statewide research on the status of Texas women and girls, and sustains \$6 million in grants, programs and mission-focused asset investments. Roslyn is a strong advocate for women's leadership, women's philanthropy, gender equity, and women's empowerment. She serves on the boards of several regional, national, and international philanthropic organizations. She also has earned numerous honors for her work in inspiring social change and fostering equity for all women and girls.

Marjorie Winfrey seeks to apply analytical rigor and systems theory to address inequality and societal challenges through sustainable investment. As part of Wellington Management Company's Sustainable Investment Team, Marjorie is responsible for helping Portfolio Managers to integrate sustainability into their investment processes in a robust way and oversees impact measurement and management practices across the sustainable investment strategies. She joined the firm in 2011 and spent eight years in Equity Product Management where she helped to design the Advancement of Women Portfolio and worked with the Climate Strategy, as well as representing the broader sustainable investment platform. Prior to joining Wellington, Marjorie worked for several years in program monitoring and evaluation for development initiatives in Central Asia. Marjorie earned a BA in Russian Studies from Columbia University and an MBA in Accounting, Economics, and Finance from the University of Chicago.

Susan Witt is the Executive Director of the Schumacher Center for a New Economics, which she co-founded with Robert Swann in 1980. She has led the development of the Schumacher Center's highly regarded publications, library, seminars, and other educational programs, which established the Center as a pioneering voice for an economics shaped by social and ecological principles. She is deeply engaged with the history and theory of a new economics and its implications for the transformation of our relationship to land, labor, and capital.

Shauné Zunzanyika has a 15-year track-record in program outreach and development for the nonprofit sector. Within Tides Foundation, Shauné manages a portfolio of clients across the US and worldwide, including institutional, family and donor advised funds, private foundations, corporations, and community based non-profits, which support over 2000+ grants a year to over 90+ countries. Prior to joining Tides Foundation, Shauné served as the Director of Programs with the Women's Funding Network (WFN), an association of over 160 women's funds and foundations on six continents. As part of the organizational leadership structure, she focused on member services, program development, and effective collaborative action among network members. Her primary focus was working with member foundations to formulate frameworks and logic models that represent the blending and merging of best practices, shared thinking, research, and lessons learned in an effort to grow the impact of the Network.

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She managed special initiatives such as the Partnership for Women's Prosperity, Raising Leaders, Raising Millions, and provided strategic guidance on new partnerships, and research. Prior to WFN, Shauné worked with the American Red Cross Bay Area Chapter as Director of Volunteer Resources and for the Corporation for National and Community Service, AmeriCorps*National Civilian Community Corps where she was responsible for working with a wide array of grantee agencies to develop community service projects for teams of youth volunteers aged 18 to 24. Shauné began her career in community service and development overseas in Lusaka, Zambia, where she served as a Program Officer for Africare with a focus on health and agricultural projects. She holds a Master's in Public Administration from the University of Southern California and a bachelor's in International Development from the University of California at Davis.

YOUR PRODUCTION TEAM

Tuti B. Scott | Lead Producer & Co-Host

As founder of Changemaker Strategies (formerly Imagine Philanthropy), Tuti B. Scott has worked as a consultant and coach to high-achieving leaders and teams working on the front lines of social change for over 20 years. A founding partner in The New Search Collaborative, a high touch comprehensive search firm, Tuti offers matches of the highest caliber. Tuti is currently the interim CEO of Tides.

A life-long athlete, Tuti engaged thousands at the Women's Sports Foundation where she raised \$70 million over 15 years to support women's leadership and equal access to sports for women and girls. After growing up working class in rural New Hampshire and "jumping class," Tuti's work is about helping women leaders get in the game of money, influence, and power. She uses an embodied leadership approach and excels at coaching visionaries on how to play team. Her clients have included ReflectUs, Women Moving Millions, Root Capital, Athlete Ally, Third Wave Fund, Equal Rights Advocates, Civil Liberties and Public Policy, and others. Tuti has coached founders like Geena Davis, Noreen Farrell, Serene Jones, and Jane Sloane. After a 30-year career in women's leadership, Title IX protections, and strategic philanthropy consulting, Tuti is focused now on engaging people in gender lens philanthropy and investing. She is writing a workbook for Slingshot's community and a GLI guide for the Women's Funding Network and Tides. Tuti serves as Chair of the Board of Tides and is a founding board member of the Women Win Foundation. She has been a featured speaker/producer for the Women's Funding Network, the Jewish Women's Funding Network, and member funds of these networks.

Tracy Gray | Co-Host

is the Founder and Managing Partner of The 22 Fund (The 22), an impact, growth equity, and advisory firm with a mission of creating the quality jobs of the future by increasing the export capacity of manufacturing companies, intentionally targeting women- and minority-owned businesses. She is a Board of Director of Applife Digital Solutions, Inc (OTC: ADLS), a publicly traded, fully reporting start-up incubator and venture studio, and of the California State University, Dominguez Hills Philanthropic Foundation endowment, where she serves as Treasurer/Secretary on the Investment Committee. She is also an Executive in Residence at the Los Angeles Cleantech Incubator (LACI) and chairs LACI's Diversity in Entrepreneurship Advisory Council. Ms. Gray is the first Social Impact Fellow at the UC Berkeley Haas Business School's Center for Equity, Gender, and Leadership.

In 2015, Ms. Gray gave a TEDx Talk entitled "Why It's Time for Women to Be Sexist with Investment Capital." Due to the response from her TEDx Talk, Ms. Gray founded the nonprofit We Are Enough (WAE). WAE's only mission is to educate ALL women on how and why to invest in women-owned, for-profit businesses or with a "gender lens." WAE recently released the study Creating LAIA: The Feasibility of a Women-Focused Incubator and Accelerator in Los Angeles. Ms. Gray was named one of the 50 "Women of Influence" in business in LA and is featured in the recently released book *200 Hundred Women: Who Will Change the Way You See the World* and *Robb Report* article "Tracy Gray Invests in Women." Ms. Gray was formerly senior advisor for international business to the LA Mayor, an investment professional at a venture capital fund, and a systems engineer on the Space Shuttle program. Ms. Gray holds a BS in Mathematical Science with an aeronautics emphasis from the UC Santa Barbara and dual MBAs from Columbia University and UC, Berkeley.

YOUR PRODUCTION TEAM

Marianne Schnall | Producer & Co-Host

Marianne is a widely published journalist, interviewer, and the founder of What Will It Take Movements (WhatWillItTake.com), a media and event platform that engages women everywhere to advance in all levels of leadership and take action, and Feminist.com, a leading women's website and nonprofit organization. Marianne's work has appeared in a variety of media outlets including *O, The Oprah Magazine*, TIME.com, *Forbes*, *InStyle*, CNN.com, Refinery29, EW.com, the *Women's Media Center*, *The Huffington Post*, and many others. She is the host of the podcast "What Will It Take: Conversations with Legends and Movement Makers" and is the author of *Daring to Be Ourselves*, *What Will It Take to Make a Woman President?* *Conversations about Women, Leadership and Power*, and her two newest titles coming out in Fall 2019, *Leading the Way: Inspiring Words for Women on How to Live and Lead with Courage, Confidence, and Authenticity* and *Dare to Be You: Inspirational Advice for Girls on Finding Your Voice, Leading Fearlessly, and Making a Difference*.

Gwendolyn VanSant | Equity & Inclusion Consultant, Co-Host, & Accountability Leader

Gwendolyn VanSant is a well-recognized thought leader in diversity leadership and community organizing for racial justice. She is the Founding Director of BRIDGE, an independent coach and consultant, and the Equity and Inclusion Team Lead at Changemaker Strategies. Gwendolyn was recently selected by the Massachusetts Commission on the Status of Women as one of the Commonwealth's Unsung Heroines of 2018, and in 2019, she was named Woman of the Year by Berkshire Business and Professional Women. In addition to providing award-winning cultural competence trainings, Gwendolyn is a frequent speaker and long-time activist. In January-February 2018, Gwendolyn co-curated the commissioned Town Of Great Barrington Du Bois 150th Festival. Gwendolyn graduated with a certificate in Positive Psychology from the Wholebeing Institute at Kripalu in 2015 after studying with leading field experts Dr. Tal Ben Shahar and Dr. Maria Sirois. She has founded several initiatives based on the principles of equity and justice, the inherent dignity and worth of individuals, and our interconnected web of humanity. She serves on the board of UU Mass Action Network.

Angela Joshi | Communications Manager, What Will It Take Movements

Angela is a writer and editor whose work encompasses books, articles, and online publications. For the past 10 years, she has been Marianne Schnall's editor for her several books and, more recently, the Principal Content Strategist/Editor for What Will It Take Movements and the Communications Manager for What Will It Take events. She is an advocate for gender equity and advancing women into more leadership positions in all industries.

Lex Schroeder | Strategic Communications Leader & Facilitator

Lex is a leader/practitioner breaking open conversations about gender equity, participatory leadership, and the future of work. Trained as a writer and editor in the systems thinking community, she started out in solutions journalism and has led editorial initiatives at The Berkana Institute and The Lean Enterprise Institute. Today she works as an independent editorial development consultant, as well as a knowledge management and communications consultant with Changemaker Strategies. She is also the Co-Founder of Feminists at Work, where she explores feminist work design. Through Changemaker Strategies, Lex has developed communications strategies for clients like Equal Rights Advocates, Athlete Ally, and National Women's Health Network. From 2014-2016, as Director of Strategy, she helped build Take The Lead, a nonprofit organization dedicated to gender parity in leadership across all sectors in the U.S. In 2017 and 2018, through Feminists at Work, Lex co-founded and co-produced the Entrepreneurial Feminist Forum in Toronto, which gathered over 100 entrepreneurial feminists of all genders to build the field. Lex has presented talks and workshops at CUNY-Hunter, Harvard Graduate School of Education, Harvard School of Public Health, and See Jane Do's Passion-Into-Action conference and spoken on panels on leadership at SHE Summit and Yale. In 2015, she was selected by *strategy+business* as one of ten thought leaders to map the history of management ideas and distill important trends for the future of work. Her views on leadership have been featured in *Fast Company*, *ELLE France*, and *strategy+business* magazine. She is a trained facilitator in the international Art of Hosting community of practice.

Founded by author and journalist Marianne Schnall, What Will It Take Movements is a media, collaboration, learning, event and social engagement platform that inspires, connects, educates and engages women everywhere to advance in all levels of leadership and take action. What Will It Take acts as a connective tissue bringing together existing stakeholders and champions of women's leadership across industries on a single platform to foster collaboration and coordination. Our ongoing initiatives and event series include Women & Media, Women & Politics, Workplace Equity, Women & Sports, and Women & Money.

Founded by Tuti B. Scott, Changemaker Strategies works with visionary leaders and bold teams to navigate change and growth while staying focused on mission and purpose. From leadership development and succession planning to strategic planning, communications, and more, we support wise changemakers in fully leveraging their power for the greater good. Changemaker Strategies events and convenings bring together diverse leaders from across all fields to collectively dream, design, and advance work that matters.

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