



AFFECTING CHANGE: 2018-2020 OUTCOMES AND OUR PATH FORWARD

September 2020
www.theWILDnetwork.org



WILD
NETWORK

Women
Innovators
& Leaders
Network

SEPTEMBER 2020

In 2018, I saw an opportunity to build a movement to advance women's leadership and equity, diversity, and inclusion in our sector.

With a two-decade long career as a social entrepreneur leading capacity building around the globe, I saw first-hand the opportunity for women leaders, at all stages of their careers, to increase their influence, and scale the impact of their organizations.

WILD's work to advance women's leadership, equity, diversity and inclusion in the global development sector forms part of WILD's mission to support women social innovators at all stages of their careers to be more powerful and to build and connect the ecosystem of stakeholders that believe in building cultures of inclusive leadership.

At this stage, we have worked with hundreds of collaborative and committed individuals and institutional partners to

- ▶ Build individual skills to lead at every level
- ▶ Support organizational development for greater inclusion and performance
- ▶ Support and promote sector-wide initiatives

A list of these organizations is included at the end of this document.

As the WILD Network approaches entering our third year of programming, and as we plan our annual Women in Global Development Leadership Forum taking place as a virtual event on the week of October 26th, 2020, we wanted to take stock of the outcomes we've generated to date. The response to our request for individuals and institutional partners to share their feedback has been generous and thoughtful. Thank you to the global development leaders who have engaged in the conversation.

In this document, it's my pleasure to share the outcomes of the WILD Network's work from 2018 to now. I invite you to take a look at where we're headed in the future, and warmly invite your engagement.

I look forward to working together to continue the momentum we've created together to promote gender equity in the global development sector.

Yours in growth leadership,

Fiona M Macaulay

Fiona M. Macaulay
Founder and CEO, The WILD Network



INTRODUCTION

The WILD Network designed a process to understand the tangible outcomes stakeholders experienced as a result of participating in the WILD Network's activities to date.

2020 events:

- ▶ Virtual Women in Global Development Leadership Mini-Conference
- ▶ WILD Network, Women of Color Advancing Peace and Security, Women in Global Health Networking event
- ▶ Personal Branding (Workshop)

2019 events:

- ▶ 2019 Women in Global Development Leadership Forum Conference
- ▶ What Great Male Mentors (For Women) Do Skill Building (Workshop)
- ▶ Being a Women of Color in the Global Development Sector: Realities and Recommendations Roundtable Convening
- ▶ Leadership + Innovation in Global Development (Series)
- ▶ How Women Rise in the Global Development Sector (Workshop)

2018 events:

- ▶ 2018 Women in Global Development Leadership Forum Conference
- ▶ 2018 How Women Rise in the Global Development Sector (Workshop)

We reached out to past participants, at different stages in their careers, and asked them the following questions:

- ▶ After attending the Women in Global Development Leadership Forum, what were your biggest takeaways or “aha” moments?
- ▶ What new goals did the Forum provide either for yourself or your organization?
- ▶ How has the Forum changed or motivated you to promote gender equity, either for yourself individually or at your organization?
- ▶ Looking to the future, what could the WILD Network offer that would be most helpful in continuing to move forward?

Our goal was to understand: where does WILD create the most impact? And from there, to assess the delivery of our programming across the scope of our internal gender equity framework.

We are inspired by the examples of how our Women in Global Development Leadership Forum participants have taken concrete steps as a result of what they learned, to promote gender equity, either as advocates within their organization or by growing to be stronger leaders individually.

These interviews are enlightening, both to learn which areas of our programming have had the most profound impact, as well as to collect feedback which will inform the future direction of the WILD Network.

This document summarizes the main outcomes the WILD Network has promoted to date within each gender equity framework quadrant and provides a preview of future innovations to come based on the feedback we received.

THE WILD NETWORK GENDER EQUITY FRAMEWORK

The WILD Network curates content and speakers within the scope of our internal gender equity framework. The gender equity framework is a tool which outlines the key focus areas WILD convenes around to promote women’s advancement in the global development sector.



WILD convenes around the following five strategy areas:

- ▶ Diversity-enabling infrastructure and mechanisms
- ▶ Gender inclusive culture and practices
- ▶ Development of individual leadership and power
- ▶ Intentional professional development strategies
- ▶ Sector-wide change

The WILD Network gender equity framework serves as the foundation for all of WILD’s programs, and is used to review our programming and identify additional areas where we can add value to our stakeholders.

CHECK IT OUT

Visit our Learning Hub to see WILD’s Gender Equity Framework





WHAT WE LEARNED
The Insights



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DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS

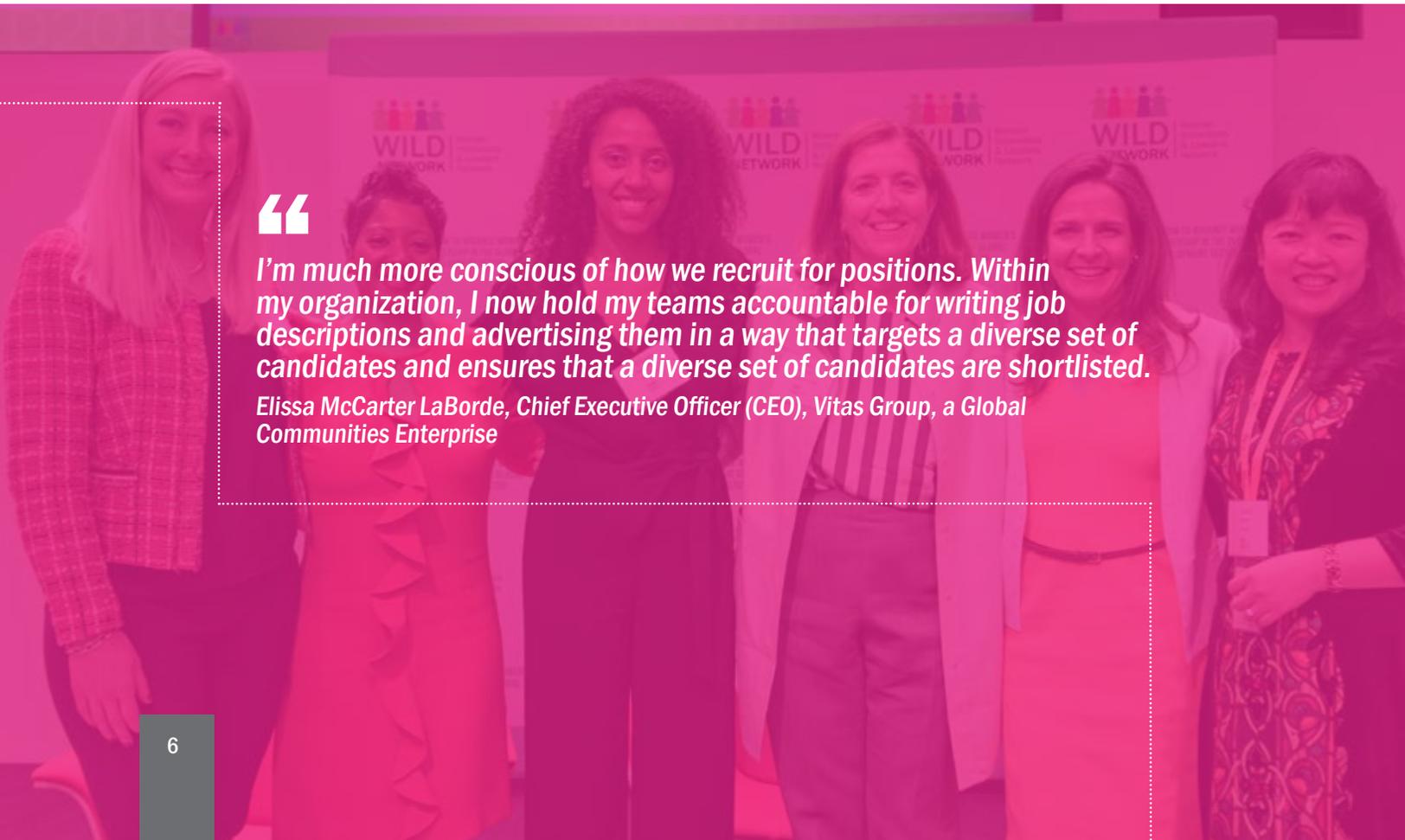
1 Gender Inclusive Recruitment Strategies

Work within the global development sector often involves challenging conditions, such as long hours or significant travel, which can make it difficult for women to see themselves in the role. This causes talented women to refrain from applying to positions for which they are a strong fit, thus reducing the pipeline of female talent and further propagating the gender imbalance within the global development sector.

Elissa McCarter LaBorde, Chief Executive Officer of Vitas Group, stated that her organization still struggled with recruiting women into senior management positions. After attending the 2019 Women in Global Development Leadership Forum, she was motivated to place more emphasis on recruitment strategies and to revamp job descriptions for Vitas Group to appeal to a more diverse candidate base.

The Forum provided her with recruitment strategies, including emphasizing scheduling flexibility and travel accommodations in job postings.

Additionally, McCarter LaBorde stated that she holds her teams accountable for shortlisting a diverse selection of candidates, sending the candidate shortlist back for revision if there is not at least one or two women candidates who have been shortlisted.

A group of six diverse women are standing together in front of a banner that reads "WILD WORK". The women are dressed in professional attire, including blouses, jackets, and dresses. They are all smiling and looking towards the camera. The banner behind them features the "WILD WORK" logo and some text that is partially obscured.

“

I'm much more conscious of how we recruit for positions. Within my organization, I now hold my teams accountable for writing job descriptions and advertising them in a way that targets a diverse set of candidates and ensures that a diverse set of candidates are shortlisted.

Elissa McCarter LaBorde, Chief Executive Officer (CEO), Vitas Group, a Global Communities Enterprise

DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS

2 Workplace Affinity Groups

Multiple participants reported that the *Women in Global Development Leadership Forum* inspired them to either institute or build-out women networks or Employee Resource Groups (ERGs) within their organizations.

In global development organizations, which often have employees located across the globe, it's difficult for women to connect to share experiences and learn from each others' best practices. ERGs are voluntary, employee-led groups which create an inclusive workplace by bringing people together based on shared characteristics and life experiences. ERGs create leadership opportunities for women and oftentimes serve as a platform to find an executive sponsor or mentor.

Jen Peterson, a Project Manager at Tetra Tech, reported that, after the Forum, she and the other Tetra Tech attendees recommended that Tetra Tech set up a working group for professional women across the entire organization. Prior to this women's group, Tetra Tech didn't have any mechanisms for people across different operating units to connect. Now, each month, women come together for an informal lunch, which sometimes features guest speakers or programming around a certain topic. This affinity group also houses the new women's mentorship program, institutionalizing the formal structure and process for connecting women with executive sponsors across the organization.

“ We recommended that our organization set up a working group for professional women across the entire organization. This affinity group was quite innovative as we never had any mechanism to connect people from different operating units, regardless of gender or affinity. But now, we have an established group which also houses our women mentorship program.

Jen Peterson, Project Manager, Tetra Tech

In another context, Sopheap Seng, a Country Representative at FHI 360/Cambodia, was motivated to invest more energy into FHI360's internal "Gender Equity and Social Inclusion" group. She helped create a work plan to strengthen the network and expand access to country offices. Before the Forum, the group existed but was relatively inactive, but after this change, the affinity group grew in both size and impact.

“ After learning about the importance of ERGs, I alongside the other Forum attendees, invested time in our internal women affinity group, creating a workplan for future growth and engagement. Now, there's increased activity from current and new members.

Sopheap Seng, Country Representative, FHI 360/Cambodia



DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS

3 Informal Networks

Employees from global development organizations are spread across the globe and oftentimes have limited opportunities to share best practices and learn from each other. They express a desire for these informal learning networks, as these connections are valuable in extending knowledge management and skills throughout the organization. Additionally, forming groups around topics of interest can help strengthen relationships between individuals with shared goals and values.

Many participants whose firms sent multiple representatives reported that they appreciated the Forum convening as an opportunity to build their network of like-minded individuals within their organizations. After the Forum, many participants felt invigorated and motivated to continue the conversation internally, and set up ongoing touchpoints to share lessons learned from the Forum and best practices that they've institutionalized within their teams.

Additionally, participants stated that another benefit of having people from across the same organization attend the WILD event is an opportunity to translate the Forum learnings from the Headquarters office to the country and project offices. Organizations found it beneficial to send multiple participants to the Forum to enable representation from Headquarters and country offices. By fostering diverse participation in the Forum, the organizations were able to bring multiple perspectives to the table in the discussions regarding how to operationalize diversity and inclusion strategies for their global workforces.



“

Multiple people from FHI 360 attended the Forum. After the Forum, we created a group to share lessons learned and best practices. We also hosted capacity building sessions with all the country offices to share what we learned from the Forum and build women leaders in each country. I now have a broader network within my organization through which to learn from and share leadership lessons.

Sopheap Seng, Country Representative, FHI 360/Cambodia

DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS



We've created an electronic discussion group focused on women's leadership, starting first with our attendees at the WILD Network event. During the conference we used this space to share our notes, our impressions, and our "aha moments". We then opened the posting to our broader Community of Practice for Gender and Social Inclusion that is accessible by all of our employees, ultimately sharing these consolidated takeaways with the entire organization. We intend on using this channel well into the future to create a collective space for conversations on gender and social inclusive leadership in the organization.

Sylvia Megret, Chief Operating Officer (COO), ACDI/VOCA

I was joined at the Forum with one of our women field leaders. One objective we have is to identify how to translate the learnings from WILD conferences and apply them in the field in other countries.

Elissa McCarter LaBorde, Chief Executive Officer (CEO), Vitas Group, a Global Communities Enterprise



Our employees, in purposeful response to the conference, convened as a group to discuss impressions, exchange learnings, and co-imagine a shared future. The conference was a catalyzing moment for what will become a women's employee resource group at Chemonics.

Albert Smith Jr., Corporate Diversity and Inclusion Director, Chemonics

DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS

4 Gender Audit

Every organization is at a different stage in its diversity and inclusion journey. It is important that each organization be able to develop a diversity and inclusion strategy that meets their specific needs.

A Gender Technical Advisor recounts that attending the workshop about how to develop a diversity and inclusion strategy for your organization inspired her to advocate for a gender audit within her organization.

The session discussed the importance of taking a step back and understanding where the organization currently stands regarding gender equity, before developing any diversity and inclusion strategies or tools. After hearing how other organizations employed gender audits to assess their baseline and benchmark against peer organizations, this participant developed the gender audit concept and made a case for it in her organization. The organization is currently in the midst of their comprehensive gender audit, which includes an assessment of the board, leadership, and the 20+ offices around the world.

The long-term goal is to use this gender audit to develop a gender strategy that will both inform internal diversity and inclusion initiatives and be externally available to serve as a resource for other organizations in the global development community.



The Forum made me realize that, before developing any diversity and inclusion tools and products, we needed to take a step back and understand where our organization currently stands in terms of gender equity. Using the information shared at the Forum, I gained buy-in to conduct a gender audit across our entire organization.

Gender Technical Advisor

DIVERSITY-ENABLING INFRASTRUCTURE AND MECHANISMS

5 Pay Equity and Transparency

Recently, in the global development sector, emphasis on pay equity and pay transparency has increased. Examples of unequal compensation practices have come to light, and employees have started to demand for greater pay equity and transparency within their organizations. However, for global development organizations, institutionalizing pay equity requires a different approach at the country-level based on the country cultures and practices.

After one participant attended the *Women in Global Development Leadership Forum*, she shared with Renuka Iyer, Chief Human Resources Officer (CHRO) of World Resources Institute (WRI), what she learned about the EDGE certification program. She thought the EDGE certification, a global assessment and business certification for gender equity, would be a powerful tool for WRI to implement in order to measure where the organization stood on key gender equity tenants, including pay equity and pay transparency.

After Iyer learned about EDGE, she realized that EDGE could be a great way to structure the conversations around pay equity and transparency. Iyer also believed that she could gain organizational buy-in for salary equity initiatives across the globe by linking them to the EDGE certification findings.

Currently, WRI is starting to receive back the results of their EDGE certification process at the country level. Their findings included:

In the U.S., the results indicated that although they have strong gender equity policies and procedures, there are no mechanisms to define manager behavior. Thus, employees experience the gender-inclusive policies differently based on the manager's interpretation of the policy. WRI is starting to develop standard expectations of manager behavior. Additionally, WRI now requires managers to report the annual merit increases they give out by gender, race, and ethnicity to continue ongoing pay equity assessments.

In contrast to the U.S. interventions, in India, Iyer realized she needed to start the conversation around pay gaps. Due to historical cultural norms and practices, the conversation around pay equity has just begun. By leveraging the EDGE certification process, and grounding all the pay equity conversations around achieving the certification, Iyer was able to start the conversation with the local leaders, which is one step towards influencing leadership mindsets.

The EDGE certification program was valuable in launching targeted, country-level actions and opportunities to make a difference in pay equity and transparency.



I used the EDGE certification program as a platform for change to implement salary transparency and pay equity initiatives in WRI's offices across the globe.

Renuka Iyer, Chief Human Resources Officer (CHRO), World Resources Institute



GENDER INCLUSIVE CULTURE AND PRACTICES

6 Gender Equity Agenda

One critical component to developing a gender inclusive culture is demonstrating leadership commitment to gender equity. By demonstrating that gender equity is a priority for the leaders of the organization, this mentality cascades throughout the organization.

Elissa McCarter LaBorde, Chief Executive Officer of Vitas Group, reported that attending the Women in Global Development Leadership Forum served as a shot in the arm to keep gender equity front and center of Vitas Group’s agenda. She was inspired by the Forum’s content, and appreciated having a day to be exposed to other organizations and other women leaders, to learn from their different perspectives and tools that they use to promote women in development.

The Forum was instrumental in reminding McCarter LaBorde to keep a long-term view and continue to have conversations around how Vitas Group is responding and promoting gender diversity and women professional development. After leaving the Forum, she has a broader network of like-minded individuals who can serve as encouragement and accountability partners to continue to push the gender equity agenda within her organization.



The WILD Network Forum was a reminder, as an organizational leader, to keep attention on gender equity and to continue to drive initiatives forward for my organization.

Elissa McCarter LaBorde, Chief Executive Officer (CEO), Vitas Group, a Global Communities Enterprise

The Women in Global Development Leadership Forum online series was such a great reminder on how we all need to connect on our leadership journeys and how shared lessons can help us power each other forward.

Ranjani Sridharan, Founder, Kshetra PBC



CHECK IT OUT

Visit our Learning Hub to watch a recording of a WILD plenary panel on “Building the Company Cultures We want”, along with other videos from past events



DEVELOPMENT OF INDIVIDUAL LEADERSHIP AND POWER

7 Salary Negotiation

Many participants reported the salary negotiation session to be one of the most valuable parts of the *Women in Global Development Leadership Forum*. The session highlighted that men are more naturally positioned to be unafraid to ask for the salary they deserve, and provided practical training and tools to support women in having these salary negotiation discussions. The participants stated the session's tangible content and comprehensive take-home materials as useful resources that could benefit anyone, no matter their age or stage in their careers.

Melia Petersen, a Project Coordinator in the Arizona State University International Development department, stated that she used the materials provided at the salary negotiation session to advocate for a raise at her next review. She had been working in her position for about a year and her role had shifted to have greater responsibility and expectations than her original job description. The salary negotiation session made Petersen realize that her role no longer reflected the salary that she currently earned and inspired her to know her self-worth and ask for the salary she deserved. To advocate for her raise, Petersen used every tool that the session provided, and ultimately did receive the raise she requested after her quarterly review.

“

I leveraged the toolkit provided at the salary negotiation session to advocate for a raise at my next quarterly review, which was granted.

Melia Petersen, Project Coordinator, Arizona State University International Development Department

DEVELOPMENT OF INDIVIDUAL LEADERSHIP AND POWER

8 Leadership Without Formal Authority

Many female leaders in global development do not have traditional decision-making positions. Those in middle management or who work independently as subject matter experts often may find themselves in positions where they need to influence without formal authority.

Many *Women in Global Development Leadership Forum* participants appreciated the breadth of programming targeting women in middle management positions. Content focused on this career stage is less widely available, and the participants found the sessions on self-empowerment when not in traditional leadership positions to be inspiring.

A Gender Technical Advisor said that the Forum challenged her to consider whether she was waiting for permission more than she needed to be. She saw a gap in her organization's resources, noticing that there was no training or technical documentation to support project teams in conducting gender analyses on behalf of their beneficiaries. This meant that as the organization's sole gender expert, she was the only person who could conduct these technical analyses.

She wanted to create technical documentation that would enable project teams to conduct these gender analyses independently, but her team was undergoing a leadership transition. Thus, she had nobody to endorse her ideas. Rather than just waiting for a blessing, she decided to take initiative and move these initiatives forward, creating the tools and templates to fill the gap.

After her products came out, her work received heightened attention and gained internal traction. This enabled her to expand her team and now she has a part time employee dedicated to her gender work.

“

The Forum made me consider how I could be more self-empowered than self-editing. I was empowered to move my initiatives forward even though I was not in a traditional leadership role, which resulted in my work gaining traction. My team now has heightened attention and this enabled me to expand my team.

Gender Technical Advisor

DEVELOPMENT OF INDIVIDUAL LEADERSHIP AND POWER

9 Self-Advocacy

Participants stated that the *Women in Global Development Leadership Forum* empowered them to be bolder leaders and advocate for themselves in the workplace. The Forum featured multiple sessions about effective communication and building influence, all of which emphasized the importance of self-advocacy and empowerment. Additionally, the Forum itself served as a platform and model for effective self-advocacy.

Frantzie Saint Juste, a Senior Project Manager at DAI Global, shared a story about how attending the *Women in Global Development Leadership Forum* increased her confidence to speak-up about topics she is passionate about. At the 2018 inaugural Forum, there was a session about inclusive leadership; however, the panel featured only white women. Although hesitant to say something, Saint Juste ultimately asked the question about how each panelist and their organizations were working to tap the next generation of women leaders, especially people of color as a lot of the times when we look up at leadership it does not reflect us.

By advocating for herself and the topics she is passionate about, Saint Juste spoke up for others feeling similarly at the Forum. After the session broke, multiple people thanked her for asking the question. We at the WILD Network also appreciated her feedback and wanted to ensure that we have diversity of perspectives in decision-making positions at our organization.

WILD invited Saint Juste to sit on the WILD Network advisory committee, and she is now an influential leader of our intersectionality discussions. As a part of her role, she helped with the design of the WILD event, “Being a Woman of Color in the Global Development Sector: Realities and Recommendations for Our Industry”, a 90-minute roundtable and happy hour that brought together women of color working in global development to share experiences and discuss challenges and strategies for creating inclusive environments in the workplace. Saint Juste stated that she’s now more empowered to speak up and have conversations with leadership around topics she cares about.



The Forum helped me realize that I can make a difference in my own way. By advocating for myself and the issues that are important to me, I can help advocate for others that are like me or for those going through similar challenges, whether they’re issues impacting all women or a subset, such as Black women and women of color.

Frantzie Saint Juste, Senior Project Manager, DAI Global

CHECK IT OUT

Visit our Learning Hub for a recap of our roundtable takeaways



INTENTIONAL PROFESSIONAL DEVELOPMENT STRATEGIES

10 Mentorship

At the *Women in Global Development Leadership Forum*, multiple speakers discussed the importance of mentorship and sponsorship within their organizations. For many participants, this was a reminder about the importance of seeking out advocates within their organizations. Others were reminded about how they benefited from mentors in the past and were motivated to take on both formal and informal mentorship roles within their organization to pay it forward.

Elissa McCarter LaBorde, Chief Executive Officer of Vitas Group, stated that she started counseling women who reached out to her about the importance of and how to ask for a raise. Although it wasn't her formal role, McCarter LaBorde viewed it as important to serve as an informal mentor in her organization.

Jen Petersen, a Project Manager at Tetra Tech, found a session that invited individuals to reflect on which leadership elements are most critical to each individual to be very energizing. After undergoing this process, Petersen realized that intentional mentorship was an important part of her leadership style and made a conscious effort to take on more informal mentees.

“

I've been emboldened to speak out and to serve as a stronger advocate for gender equity within my organization, including counseling women, if asked informally for guidance, to negotiate for salary raises when they feel that they have not been adequately compensated or recognized for promotion.

*Elissa McCarter LaBorde,
Chief Executive Officer (CEO), Vitas Group, a Global Communities Enterprise*

The Forum taught me to be more intentional about mentorship and to look for opportunities to help my colleagues grow. I've taken on new informal mentees since the Forum.

*Jen Petersen, Project Manager,
Tetra Tech*

”

INTENTIONAL PROFESSIONAL DEVELOPMENT STRATEGIES



11 Team Work Life Balance

Many people struggle with the ability to protect their individual boundaries to protect their work life balance. This becomes even more difficult during the COVID-19 crisis. The *Women in Global Development Leadership Week* online series convened multiple sessions around the topic area: “Leadership in a Time of Crises.” The online series addressed the challenges individuals and organizations have faced in the workplace since starting to work remotely.

Sylvia Megret, Chief Operating Officer (COO) of ACDI/VOCA, stated that, after attending the online series, one of her colleagues was motivated to create a new process within her team to reduce the stress of working from home. Her team members were feeling like there were no lines between work and family and like there was an expectation to work all the time.

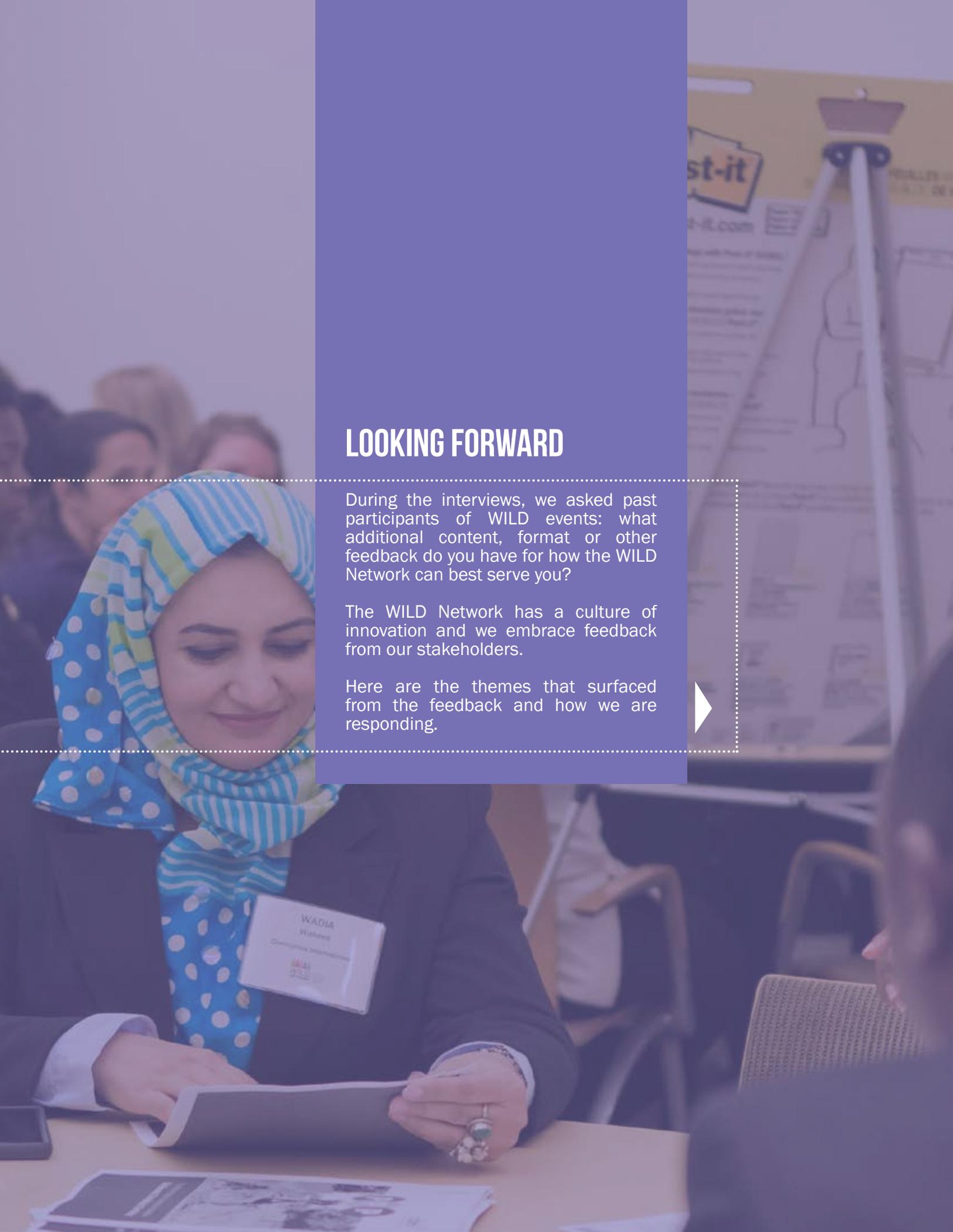
To reduce the false impression that people were alone and couldn’t reach out for support when needed, the colleague hosted a meeting to start discussions around resource management and how to work together in the virtual environment. The most critical part of the discussion was around “back-up planning” where each member was encouraged to define who they could rely on for support on their projects, so that they aren’t expected to tackle deliverables all on their own. By encouraging her team to create back-up plans for each project, this helped create more work life balance as each individual member felt less pressure knowing that they have the flexibility to take the time needed to care for themselves.



My colleague institutionalized a “back-up plan” process within her team, which helped create balance between her team’s work and personal lives all while continuing to meet the needs of the organization.

Sylvia Megret, Chief Operating Officer (COO), ACDI/VOCA





LOOKING FORWARD

During the interviews, we asked past participants of WILD events: what additional content, format or other feedback do you have for how the WILD Network can best serve you?

The WILD Network has a culture of innovation and we embrace feedback from our stakeholders.

Here are the themes that surfaced from the feedback and how we are responding.

FUTURE PROGRAMS AND OFFERINGS

FEEDBACK

Longer-Term Themes and Accompanied Evolution:

Leverage the virtual environment to provide workshops, tools, and resources to Forum participants in advance of the Forum to implement in their organizations. Use the Forum as a reflection point where participants can share their experiences using the tools and get additional feedback and guidance.

Access to Tools, Templates, and Apps that have Originated at the Forum:

Serve as an information aggregator by providing access to the resources the speakers share at the Forum.

Content in High Demand:

Provide more capacity-building content on the following topics: gender equity certification, male allies, skills-building (asking for a promotion, finding a network), change management, HR inclusive policy development, managing up in a virtual environment.

WILD'S RESPONSE

Ongoing Workshops Leading Up to the Forum:

Work with partner organizations to deliver virtual workshops in the months leading up to the Forum, using the Forum as a reflection point for participants to assess their successes and challenges.

First set of ongoing workshops are anticipated to Cover: Employee Resource Groups, Male Allies, and Salary Negotiation.

Extended Online Learning Offerings

Publish videos recorded at live WILD Network events or webinars. To see the latest video series, use this [link](#)

Gender Equity Framework

Open source the WILD Network gender equity framework to serve as a reference for both individuals and organizations. To access the gender equity framework, use this [link](#)

2020 Women in Global Development Leadership Forum

Source speakers and partner organizations to address all requested high demand content.

Leadership Coaching

Provide practical skills-building through new leadership coaching program for intrapreneurs and social entrepreneurs advancing women leadership, equity, diversity, and inclusion; register your interest in applying to be part of [leadership coaching cohort 2](#)

2020 UPCOMING EVENTS

WOMEN IN GLOBAL DEVELOPMENT LEADERSHIP FORUM

- THEME: POWER AND EMPOWERING OTHERS
- HAPPENING VIRTUALLY ON OCTOBER 26TH-28TH, 2020



60 SPEAKERS • 45 SESSIONS • 3 DAYS

REGISTER TODAY ▶ www.WILDLeadershipForum.org

www.wildleadershipforum.org

LEARNING HUB

- Check out our new Online Learning Hub on our [website](#)
- This will give you access to tools and resources to help you promote gender equity, diversity and inclusion.
- You can find videos from past WILD forums, workshops, and webinars.
- We're building out the WILD platform to be your "go to" location for online learning, organizational and personal growth, as well as a community of people dedicated to empowering others.



LEARNING HUB

www.theWILDnetwork.org

PRO-BONO LEADERSHIP COACHING

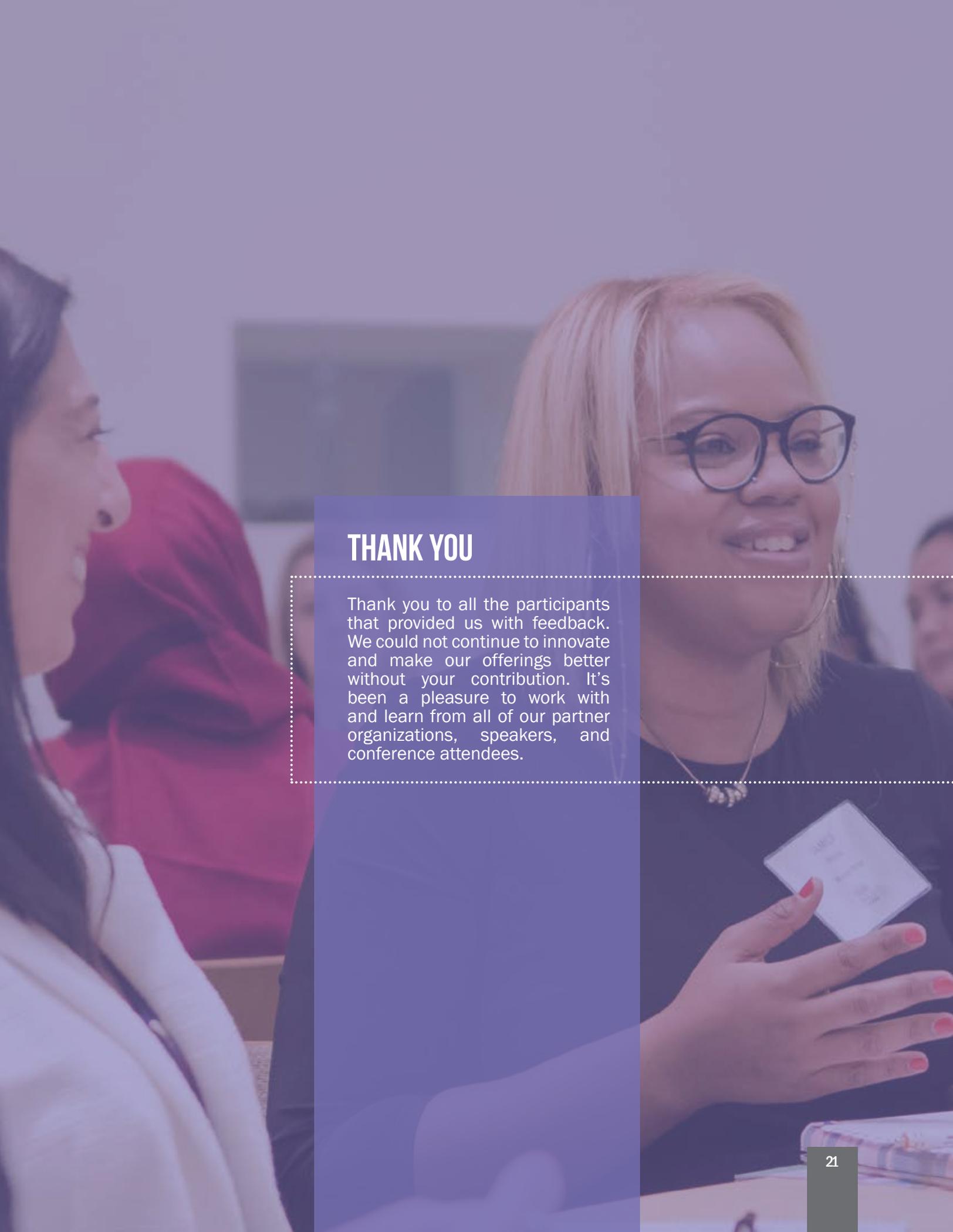
- Applications open August 3 - Sept 31, 2020
- For women advancing women's leadership or equity, diversity and inclusion in the global development sector.
- Six months of pro-bono leadership coaching around your most pressing organizational, team and professional challenge.
- Membership in the WILD Network required to apply.



Pro Bono Leadership Coaching

APPLY BY NOW

www.theWILDnetwork.org



THANK YOU

Thank you to all the participants that provided us with feedback. We could not continue to innovate and make our offerings better without your contribution. It's been a pleasure to work with and learn from all of our partner organizations, speakers, and conference attendees.

ORGANIZATIONS WHO PARTICIPATED IN THE 2018-2020 EVENTS SHARED IN THIS PUBLICATION

A

AABN - African Aurora Business Network
AB InBev Foundation
Abella Consulting
Abt Associates
Accenture
Accion
ACDI/VOCA
ACTION
AECOM
Africa Experts Incorporated
African Women 4 Empowerment e.V.
Aga Khan Foundation
Alliance
AMENOL Global, LLC
American Association of University Women
American Business School of Paris
American Leprosy Missions
American Red Cross
American University
APCO Worldwide
ARISE Impact
Arizona State University
Ashoka
Aspen Network of Development
Entrepreneurs
ASU
Attune
Authentic Influence Group
Aya Health Consulting

B

Banyan Global
Baylor College of Medicine
Becker Leadership Impact
BrandMirror
Bridge International
Bunge Limited

C

Calhoun Coaching & Consulting
Capital Impact Partners
Cardno International Development
CARE
Catholic Relief Services
Cecily's Fund
Center for Gender in Global Context at
Michigan State University
Center for the Advancement of Social
Entrepreneurship (CASE)

CERLALC

Chase
Cheetah
Chemonics International
Children's Hospital of Philadelphia
CHRONmate Organization
Citi Bank
Citi Learning
City of Edmonton, ParityYEG and Areto
Labs
Clinica de Psicologia SB
Clinton & Associates, PC
Co-Impact
CoachDiversity Institute
Cognition, LLC
Congressional Black Caucus Foundation
Conservation International
Consultant
Convoy of Hope
Cook Ross
Coptic Orphans
Counterpart International
Creative Associates
Creative Associates International
Creative Learning
Creative People Solutions
Criterion Institute
CUI PRODEST LLC

D

DAI
Damselwings, LLC
Development Gateway
Development Transformations
Devex
Dexis Consulting Group
DFC
Dialogue for Solutions
Dina Towbin & Associates
Diversity & Flexibility Alliance
Diversity@Work
Doctor Ingredients
Doha Debates
Dost Education
Double L Consulting
Draper Richard Kaplan Foundation
Dublin University
Duke University - Margolis Center for Health
Policy

ORGANIZATIONS WHO PARTICIPATED IN THE 2018-2020 EVENTS SHARED IN THIS PUBLICATION

Duke University, Sanford School of Public Policy
Duke-Margolis Center for Health Policy

E

EA360
Eaton Corporation
ECDPM
Echoing Green
EDGE Certified Foundation
Education Development Center
Education for Humanity at Arizona State University
EDUSINLI
EGPAF
eHealth Africa
Elizabeth Glaser Pediatric AIDS Foundation
ElleSolaire
emBOLDen Alliances
Encompass World
EngenderHealth
Enlightened Learning
Equal Measures 2030
EthicalCoach
Every1Mobile
EY
EYElliance

F

Fast Forward
Feed the Future Uganda Youth Leadership for Agriculture Activity
FHI 360
FHI Foundation
FinEquity
Fintrac
Five One Labs
Florida International University
Focal Point Global
Food for the Hungry
Freelance
Freelance for ACOS Alliance + others
Frontwood Strategies
Fueling Women
Fundacion Capital

G

Geopolitical Futures
Georgetown University McDonough School of Business

Georgetown University School for Foreign Service
Georgetown University School of Medicine
GHSC-PSM
Global Affairs Canada
Global Citizen, LLC
Global Communities
Global Fund for Children
GM100 Coaches
Goby Inc
Government of St Lucia
Grassroots Capital Management Public Benefit Corporation
Great Girls Network
Greta Boye Coaching & Consulting
Grupo LAFISE
Gsk GlaxoSmithKline
GSMA Mobile for Development Foundation

H

Happy Healthy Human
Harvard Humanitarian Initiative
HarvestPlus
Haven Human Assets
HCA Healthcare
Health Resources and Services Administration
Hercules Coaching
Hoemeke Global, Ltd.
Humentum
Hunter College, CUNY

I

ICCO USA
IDB Invest
IDEAL/The Kaizen Company
IMA World Health
Impact Strategy Advisors
Impact(ed) International
Initiative Sankofa d'Afrique de l'Ouest
INJAZ Pakistan
Institute for Transportation and Development Policy
Inter-American Development Bank
International Finance Corporation
International Foundation for Electoral Systems
International Institute for Strategic Studies
International Purpose
International Republican Institute

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International Youth Foundation
Inversiones Vision
Ipas
IREX
IRI

J

JA Injaz Pakistan
Jay Consulting
John Snow Inc.
Johns Hopkins University
JSK ETIQUETTE CONSORTIUM
Junior Achievement

K

KAUR Strategies
Kellogg School of Management,
Northwestern University
Kids in Birmingham 1963
Kinnos
Kits to Heart
Korn Ferry
Kshetra PBC
Kupenda

L

La Piana Consulting
LAWtrust
LEA Client Services
Leg Works
Lensational
Liberia Agriculture Commodity Regulatory
Authority
Linkage
Liverpool University Hospitals NHS
Foundation Trust/ University Liverpool
LMCO
Localized
London Business Growth
LPHI
Lutheran World Relief
Lynne Gilliland Consulting

M

Macieira Consulting, LLC
Magic Bus USA
Managance Consulting & Coaching
Management Sciences for Health
Management Systems International
Marsh & McLennan Companies

MBS.works
MCC
McCain Institute for International
Leadership
MCINTL
McKinsey & Company
MEDA
Medical Care Development
Mennonite Economic Development
Associates
Mercer
Merck & Co., Inc.
Mercy Corps
MetLife
Mia International Limited
Microinsurance Center
Mighty Ally
Millennium Challenge Corporation
Ministry of Health
Morningstar Centre For Engagement
Multistream Limited
Myagro

N

Nathan Associates
National Agribusiness Board (JAD)
National Cancer Institute
National Cooperative Business Association
National Cryptologic School
National Diversity Council
Native Capital LLC
NCBA CLUSA
New Profit
Northwestern University, Kellogg School of
Management

O

OAS
One Community Health
Orb International
Origen Power
Oxford

P

Pact
PAI
Palladium
Pan American Development Foundation
Panagora Group
Pat Mitchell Media

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Pathfinder International
Peace Corps
People Biz Inc
Perspectivity
Plan International USA
Population Services International
Posner Center for International
Development
Prince William School County
Production Solutions
Promundo Global
PSI
Public Health Institute

Q

Quantified ventures

R

Raedash Enterprises
RECLAIM Project Ltd
Relief International
Resonance Global
RISE
Room to Read
RTI International

S

Sabin Vaccine Institute
Same Page Consulting
Santa Clara University
Save the Children US
Savills Studley
Sawa World
Sayara International
Sciences Po
SE Management Group, LLC
Search for Common Ground
SEGURA Consulting LLC
SFC Development
Shannon Salentine, LLC
SID-Washington
Sisterhood of the Gray Hairs
Skoll Foundation
Sky School
SkyeTeam
Smash Strategies
Social Enterprise Sisterhood
Social Impact
Social Solutions International, Inc.
Society for International Development -

Washington
Solar Sister
Special Olympics International
Springs of Hope Foundation
Stanford University
State Department
State of New Jersey
Stour Space
Swiss Re
Swisscontact

T

TAMSS
Tanager
TechnoServe
Tees Valley Combined
Tetra Tech
Texas A&M University
The Asia Foundation
The Association of Zambian American
Nurses (AZAN)
The Authentic Influence Group
The George Washington University
The Glenbrook Group Inc.
The Greenlining Institute
The Hunger Project
The Institute for Transportation and
Development Policy
The Melanin Collective
The Next Step PCS
The ONE Campaign
The Power of Pay
The School Fund in Tanzania
The SEEP Network
The Social Investment Consultancy
The Wilson Center Global Women's
Leadership Initiative
The World Bank
Tostan
Training Resources Group (TRG)
Tulane University
Tunisian Association for Management and
Social Stability TAMSS
Twomentor LLC

U

U.S. Department of State
U.S. International Trade Commission
UBS
UN Foundation

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Unabridged LeadHERship
Unbound
UNICEF
United States Energy Association
United States Air Force
United States Energy Association
United States Naval Academy
United States Naval War College
Universitas Airlangga
University of Cape Coast, Ghana
University of Chicago
University of Maryland Capital Region
Health
University of Passau
University of Rochester
University Of Virginia
US Department of Labor
US-Saudi Arabian Business Council
USAID
USCRI
USITC
USP
UW

V

Viamo
Vital Edge Consulting Limited
Vital Voices
Vitas Group
Vitas Iraq (Global Communities Project)
Volunteer Services Overseas

W

Wallace Center, Winrock International
WANDA: Women Advancing Nutrition,
Dietetics and Agriculture
WD-40
Wentworth Institute of Technology
Winrock International
Women Advancing Microfinance (WAM)
Women and Girls Summit 2020
Women Impact Investing Network
Women in Global Health
Women in Impact Investing Network
Women of Color Advancing Peace and
Security
Womana
Womens Entrepreneurship Initiative
World Learning
World Resources Institute

World Vision
WOVEN Link
WWF

Y

Yale University
Young Enterprise
Youth Ambassador Plan International
Canada
Youth Employment Alliance

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www.wildleadershipforum.org

If you have any questions, feedback, or would like to get in touch with the WILD Network, please reach out to office@thewildnetwork.org

