

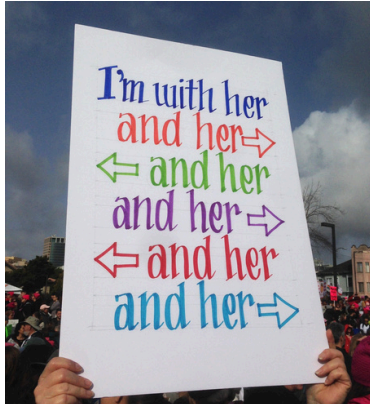


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INTERNATIONAL ACTION NETWORK  
FOR GENDER EQUITY & LAW

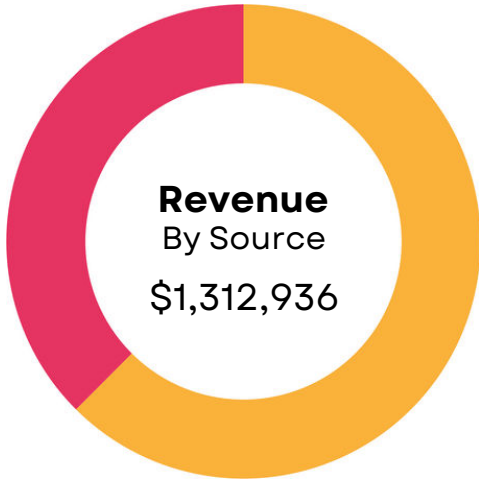


# INSPIRATION AND IMPACT: The First 10 Years and Beyond



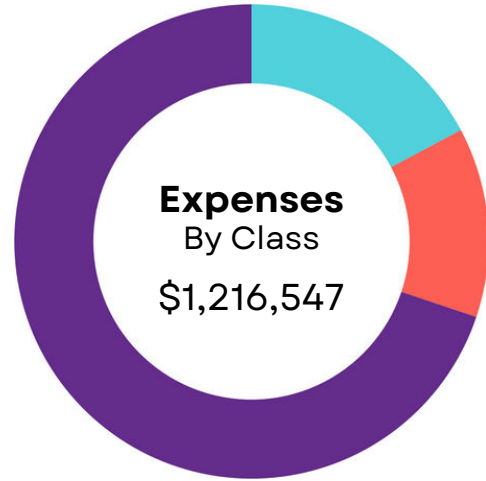
# FINANCIALS

January 1, 2014 - December 31, 2023



**37%** Businesses & Foundations

**73%** Individuals & Families



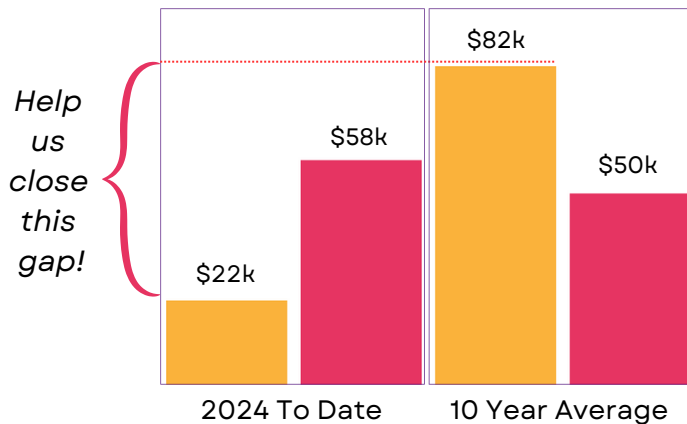
**70%** Program

**17%** Administration

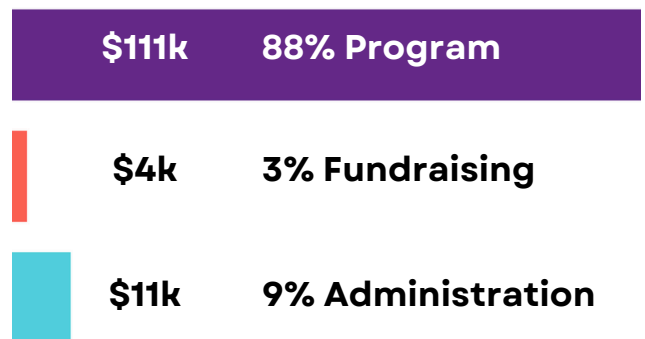
**13%** Fundraising

For every dollar IANGEL has raised, we have secured more than an additional \$3 in value of donated legal services working to advance gender equity around the globe.

**2024 Giving vs Yearly Average**



**2024 Expenses by Class; Jan - Oct**



# PRESIDENT'S MESSAGE

Welcome to **Inspiration and Impact**, IANGEL's first-ever report on our first ten years, and beyond. As I write this message, many in our communities are experiencing deep sadness, anger, and fear about the future. And yet, reflecting on IANGEL's journey since 2013, I am reminded that each of us has the power to make a difference. That power is a ray of hope in the darkness.



When I founded IANGEL, I knew the road to equality was long and tortuous. But I also knew that engaging more volunteer lawyers could shorten that path. Since then, as IANGEL has marshalled millions of dollars' worth of pro bono legal resources, that idea has proved true in countless ways. Forging new bonds across borders, we have created a network of dedicated advocates, and found a new solidarity to lift up all who resist injustice.

Now, more than ever, our movement needs the power that IANGEL creates. Since the reversal of *Roe v. Wade*, the assault on reproductive freedom continues, while the Taliban's systematic elimination of the rights of Afghan women and girls has created a crisis of despair. But our work is a source of hope and resilience.

I am proud of all we have done, but there is so much work ahead. I am deeply grateful to work with so many amazing advocates and for the full hearts and generosity of our supporters. But we need your help. This month, we seek to raise **\$75,000**, to sustain our work in 2025. **Please help us reach our goal**, to continue our support for Afghan women lawyers, their families, and their communities, and for nearly 2,000 Afghan girls and women in underground schools. **Invest in gender justice.**

Thank you for being with us. For the brave souls who gave their lives in this struggle and for the children who will inherit the earth from us, we will never give up.

A handwritten signature in blue ink that reads 'Nancy'.

Nancy J. Newman  
Founder and President

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**Please donate to support our work:**

Text **'IANGEL'** to 53-555  
or scan the QR Code on  
the back of this report.

# ABOUT IANGEL

## Who we are

IANGEL was founded in 2013 with a clear mission: to harness the power of pro bono legal services and connect it to projects to advance gender justice locally, nationally, and globally. IANGEL is a force multiplier, led by women lawyers and activists determined to use their skills, networks, and resources to strengthen and support the global movement for women's human rights. We are uniquely resourceful, using our connections, creativity, and passion to fight injustice with empowerment, and to build a world of equality, justice, and peace.



## What we do

- **Education** - timely programs on women's rights around the world, and trainings to build pro bono resources.
- **Advocacy** - amplifying voices of leading scholars and activists on key issues.
- **Engagement** of volunteer resources to defend women's human rights around the world.

## How we work

IANGEL advances its mission by:

- **Building our network** with other advocates and NGOs working for gender equality.
- **Developing projects** with activists on the front lines of the struggle.
- **Connecting resources** to the need, to strengthen the global movement for gender justice.

## IANGEL IMPACT Since 2013

83

Events and Trainings  
to Educate and  
Inspire

116

Advocacy Actions for  
Women's Human  
Rights

58

Pro Bono Projects  
Advancing Gender  
Justice

# EDUCATION

## Educating and Inspiring the Gender Justice Community

IANGEL's educational projects inform and inspire our communities. Through panel presentations, we amplify voices of leading experts on the realities faced by women and girls, inspiring volunteers to get involved. Through hosted trainings, we empower volunteer lawyers with skills to make a difference. By connecting with gender justice activists, we strengthen our movement with strategic thinking and legal analysis to advance goals. At the same time, we build resilience with solidarity and sisterhood.



*Training to Assist Survivors of Trafficking with Justice At Last*

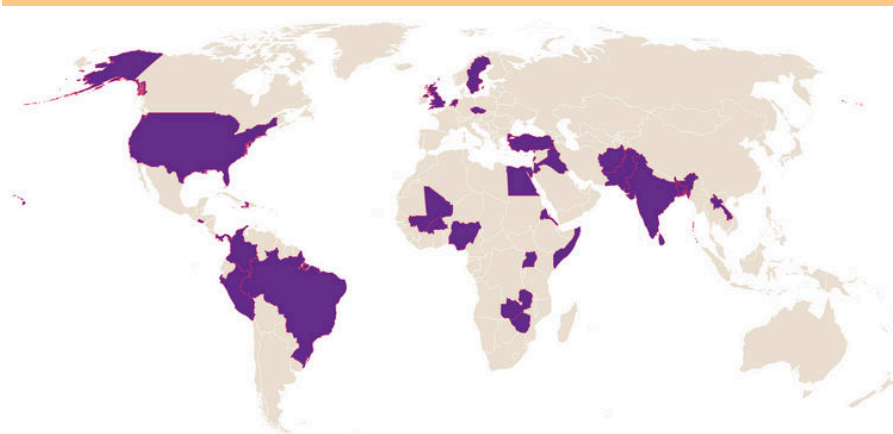


## IANGEL at the Commission on the Status of Women (CSW)

For nine years, IANGEL has connected with global feminist activists and non-governmental organizations through hosting parallel events in connection with the annual meeting of the UN Commission on the Status of Women (CSW) in New York.

Our CSW parallel events have featured legal scholars and activists to discuss economic empowerment, social issues, and climate change, and how these issues affect women and girls globally. Through our CSW participation, we build our network, foster connections, and inform the global community of gender activists how to effectively avail of pro bono power.

Events, Research, Network: **31** Countries



# ADVOCATING FOR JUSTICE



As lawyers and feminist activists, IANGEL uses its voice to advance key initiatives affecting women and girls in the US and abroad concerning three key areas:

- **Health and reproductive justice**
- **Leadership and empowerment**
- **Peace and security**

We use our advocacy to amplify voices, advance legal initiatives, and to mobilize the renewable resource of **pro bono power**. Since 2013, we have taken over 116 advocacy actions, consisting of:

- **Joining Amicus briefs**
- **Endorsing legislation**
- **Engaging with equity innovators**
- **Supporting coalitions across borders**

## KEY GENDER JUSTICE LEGISLATION SUPPORTED SINCE 2018

- *International Violence Against Women Act*
- *Women's Empowerment & Entrepreneurship Act*
- *Abortion is Healthcare Everywhere Act*
- *Global Health, Empowerment and Rights (HER) Act*
- *Girls LEAD Act*
- *The Safe from the Start Act*
- *The Support UNFPA Funding Act*
- *Resolution in Support of Abortion as a Human Right*

## AMICUS BRIEFS JOINED SINCE 2018



**Discrimination & Civil Rights**



**Reproductive Rights**



**Workplace & Survivor Rights**

# ENGAGING PRO BONO POWER

## Legal Education to Protect Reproductive Freedom



Since the Supreme Court's devastating decision to overturn **Roe v. Wade** in 2022, reproductive rights from birth control to abortion are under siege, and state laws have rapidly diverged. IANGEL's Teen Information Project (TIP) for Reproductive Justice aims to educate teens about the evolving landscape of their reproductive rights. Developed with students at Berkeley Law, IANGEL's TIP created a new

curriculum, providing teens with the critical information they need to protect their own health, and to understand the stakes in the battle for reproductive freedom. The original TIP focused on California law, and in 2024 we expanded the project to develop a companion program for laws in Indiana. In 2025, we will develop new pro bono partnerships to present the information in high schools, to empower teens to make informed decisions and provide a foundation for future advocacy.

### *Using Pro Bono Power to advance gender justice:*

- White Paper on Fostering International Pro Bono Work
- Research Papers assisting the U.N. Special Rapporteur on Cultural Rights
- Comparative Legal Analysis on Reproductive Rights, Child Marriage, and FGM
- Research and Recommendations on the Taliban's violation of International Law

## Focus on Girls' Rights

In 2017, IANGEL joined a campaign to ban child marriage in California. The campaign faced surprising opposition from reproductive justice organizations. The bill ultimately passed, but begged the question of how best to reconcile advocacy to support a minor's right to self-determination with advocacy to ensure that girls are protected from practices that endanger their health, and their future.



*Girls' Rights Project 2019*

In 2019, IANGEL developed the Girls Rights Project (GRP) to answer this question. Working with Berkeley Law LLM students from around the world, the GRP involves legal research of the laws in three continents and 15 countries concerning sexual and reproductive rights, female genital mutilation, and child marriage. Through this analysis, IANGEL is developing intersectional recommendations for advocacy across borders, to most effectively protect and advance the rights of the girl child. In 2025, we plan to present our findings and recommendations to our network.

### PRO BONO POWER SINCE 2013

**over 16,000**  
PRO BONO HOURS DONATED

**over \$4,000,000**  
VALUE OF TIME DONATED

# FIGHTING GENDER APARTHEID IN AFGHANISTAN



Photo received by IANGEL from the resistance on 11/25/2024

In Afghanistan today, a humanitarian catastrophe is unfolding. Afghan women and girls are enduring the fourth year of suffocating oppression by the Taliban. The Taliban have now issued over 100 edicts against the basic human rights of women and girls, depriving them of the right to education, to move freely, to work, to travel, to play sports, to go to a park, and to participate in public life. Recent edicts include a ban on women's voices, laughter, and singing. This systematic dehumanization of over 20 million people is gender apartheid, and a crime against humanity. IANGEL is fighting this gender apartheid, in multiple ways.

## Supporting Underground Education

Since 2022, IANGEL has been in direct contact with Afghan women educators inside the country, providing financial and emotional support for their brave efforts to continue to educate girls and women, despite the Taliban's bans. These remarkable women operate five underground educational places, keeping dreams alive for over 1,950 girls and women, employing over a dozen teachers, and teaching women literacy and handicrafts to avoid destitution. They are also active in the resistance. They send us their students' artwork, expressing humanity in the face of stifling oppression, as well as photos and videos of their acts of resistance to urge international action against the Taliban. We proudly support these schools, and amplify these voices.



Artwork by a student at Parsi's underground school



**So Much for So Little**  
each month:

- \$330** rent & utilities
- \$150** salary for one teacher
- \$480** books & supplies





“My dream is that I can teach a thousand girls. If one day I am no longer around, there will be a thousand Freshtas. I teach them to be strong.”

– Freshta (pseudonym), teacher



“On behalf of the children and women of Afghanistan who study in our school, I would like to express my heartfelt thanks to IANGEL for their support. Thank you for not leaving the women of Afghanistan alone.”

– Parsi (pseudonym), teacher

## Building a BRIDGE of Support for Afghan Women Lawyers

The Taliban’s gender apartheid system has worsened the crisis of violence and degradation for Afghan women, while eliminating critical resources for support. By banning women from practicing law, and silencing their voices, the Taliban has created a crisis of poverty, despair, and injustice. In response, IANGEL developed the BRIDGE project—Building Real Interactions to Drive Gender Equality—to provide a bridge of connection and support for Afghan women lawyers, to sustain and empower them in this crisis.



Artwork by BRIDGE Project Manager Mina using AI

In our BRIDGE project, we meet monthly with women lawyers inside Afghanistan in Kabul, Herat, and Laghman. Our video meetings feature speakers on topics of interest concerning women’s rights and legal issues to engage them, and we provide a platform for them to present to each other to keep their skills sharp. We send each BRIDGE member a monthly stipend, so that they can support themselves, and their families. They in turn pay it forward.

Despite having no access to the courts, BRIDGE members use their training to assist women in their communities experiencing gender-based violence and injustice. They are skilled and resourceful, and determined to make a difference. With our BRIDGE project, a small investment in Afghan women lawyers supports families and communities, and sustains a critical resource for the future.

# A BRIDGE for Afghan Women Lawyers

“With each passing day, the condition of Afghan women is getting worse, their faces are hidden and even their voices are suffocated in their throats. And your presence by our side gives us strength and energy to fight not only for ourselves but also for our fellow women whose rights are lost.”

— Bahara (pseudonym), BRIDGE participant



“Your kind hearts and strength inspires us all people in my country, that my nation is not forgotten and you care. You are the real heroes of history.”

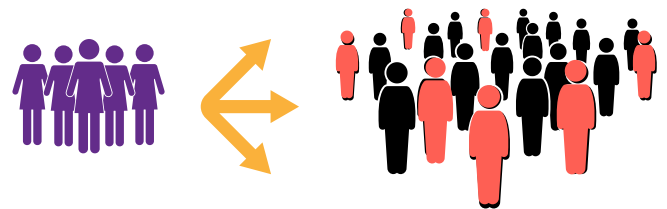
— Mina (pseudonym), BRIDGE Project Manager

## Big Impact - Low Cost



**\$320 per month**

Supports one Afghan woman lawyer in our BRIDGE project. Each BRIDGE member in turn supports an average of 5 family members.



Women lawyers in our BRIDGE project assist an average of seven Afghan women in crisis per month.

**Please help us expand the BRIDGE project. We added 5 new members in Dec. 2024 but need funds for their 2025 stipends.**

## International Research for Accountability and Action

Since 2023, IANGEL and Femena have worked together on a project to address the crisis in Afghanistan with accountability and action. Powered by an outstanding team of pro bono lawyers from the global law firm of Wilmer Hale, this project involves comprehensive legal research and analysis of the Taliban’s repressive edicts as violations of international law. Set to be published in early 2025, the report will include recommendations to name and shame the Taliban leadership, with specific sanctions to hold them accountable. We will also provide new ideas for action under international legal mechanisms, to forge a more effective response from the international community.

“IANGEL’s steadfast commitment to equality, and to supporting Afghan women and girls is impressive and remarkable. We are proud to work with IANGEL, not only as partners on our legal research initiative, but as fellow gender justice advocates.”

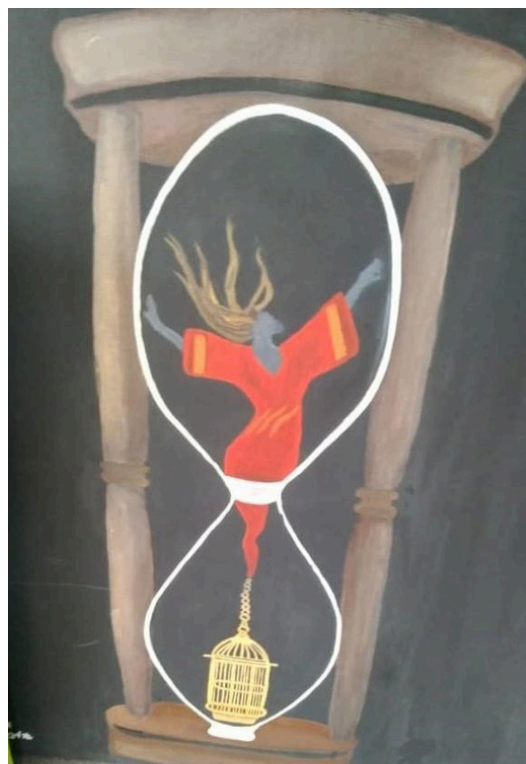
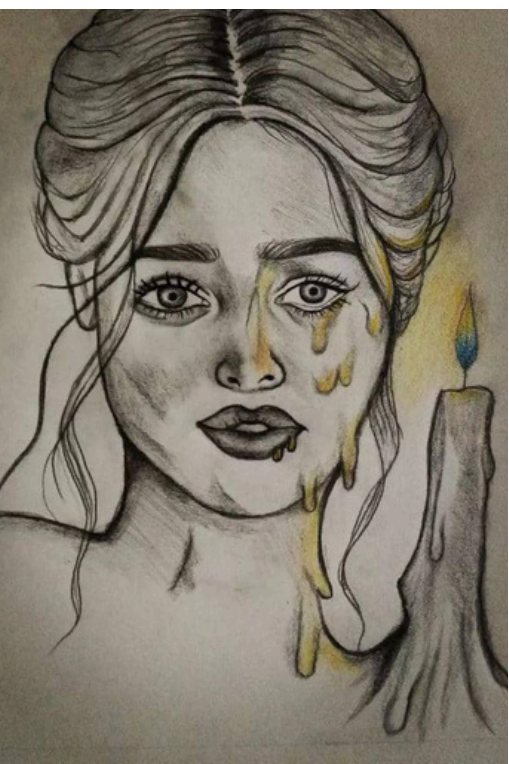
— Sussan Tahmasebi , Executive Director, Femena

## A New IANGEL Project:

# NADIA ANJUMAN FESTIVAL OF RESISTANCE

Nadia Anjuman (b. Dec. 27, 1980) was a renowned Afghan poet. During the first Taliban era, she was a member of the Golden Needle, a secret literary society determined to foster girls' education despite great risk. After the ouster of the Taliban in 2001, while earning a literature degree at Herat University, she published her first book of poetry at age 21. She wrote with searing eloquence about the injustice of being silenced in her society. At age 25, she was murdered by her husband.

Her story inspired IANGEL to develop the Nadia Anjuman Festival of Resistance, to amplify her voice while showcasing the artwork of Afghan girls sent to us from underground schools and Afghan women in our network. In 2025, we will release a video of Nadia's words, illustrated by contemporary art of the Afghan resistance.



# HONORING GENDER JUSTICE LEADERS

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*Amel Zenoune-Zouani*

IANGEL's prestigious Rights and Leadership Award honors exemplary leaders promoting women's rights and gender equality. In 2018, IANGEL named the Award for **Amel Zenoune-Zouani**, an Algerian law student murdered by fundamentalists in 1997 for refusing to give up her studies. The award in Amel's memory keeps her in our hearts and minds, reminds us of the sacrifices made in pursuit of gender equality, and inspires us to continue the hard work ahead.

Honorees exhibit courage in overcoming injustice, opening doors for women that have been historically closed, and using advocacy and the rule of law to achieve their goals.



*2024 Awardees: Zubaida Akbar and Hafidha Chekir*

In 2024, we selected two exceptional advocates for gender justice to receive our award. Zubaida Akbar is a leading women's rights and civil society activist from Afghanistan. Professor Hafidha Chekir is a pioneering feminist, labor activist and human rights defender from Tunisia who has dedicated her life to upholding women's rights, LGBTQIA+ rights, migrants' rights, and the rights of people with disabilities. We look forward to honoring them at our next Anniversary Gala coming in the Spring of 2025.



*2018 Hon. Angela Bradstreet*



*2019 Dr. Riffat Hassan*



*2020 Joan Haratani*



*2021 Irma Herrera*



*2021 Julienne Lusenge*



*2022 Kelsie Joseph*



*2023 Zala Ahmad*

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JUSTICE AT LAST



THE GLOBAL NETWORK FOR HUMAN RIGHTS AND THE ENVIRONMENT

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INTERNATIONAL ALLIANCE OF WOMEN  
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# IANGEL

INTERNATIONAL ACTION NETWORK  
FOR GENDER EQUITY & LAW



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