



Celebrating courage and inclusion

Deloitte celebrates the 2020 International Women of Courage honorees. Their courageous work for the advancement of women worldwide is truly inspirational.

Inclusion can give us the courage to try new things, speak openly, and embrace bold thinking. It can bring people together in ways that help organizations stand out. See what inclusion powers at deloitte.com/us/inclusion.

Deloitte.

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The 13th Annual International Women of Courage Celebration

**March 16, 2020
Los Angeles, CA**

Presented by

AMERICAN WOMEN
FOR INTERNATIONAL
UNDERSTANDING





The 13th Annual International Women of Courage Celebration

Presented by
AMERICAN WOMEN FOR INTERNATIONAL UNDERSTANDING
OVER 50 YEARS OF SERVICE 1967-2020

American Women for International Understanding proudly presents The 13th Annual International Women of Courage Celebration. Established in 2007, the annual Secretary of State's International Women of Courage Award honors women around the globe who have exemplified exceptional courage and leadership in advocating for human rights, women's equality, and social progress, often at great personal risk. This is the only Department of State award that pays tribute to emerging women leaders worldwide. Since 2007, over 140 women from 75 countries have been honored as International Women of Courage.

AWIU is privileged to collaborate once again with the U.S. Department of State to honor the 2020 International Women of Courage. For the past twelve years, AWIU has hosted an honorary dinner Celebration for the International Women of Courage and provided each recipient with a monetary grant to further her groundbreaking work. As part of its mission to address women's issues worldwide, AWIU pays tribute to these exemplary women for their inspirational commitment to freedom and human dignity.

This evening, AWIU is also pleased to present the 2020 AWIU Internationalism Award to Deloitte for its transformational work in addressing issues of diversity and inclusion in the global workplace and, in particular, for recognizing the importance of women's empowerment and advancement worldwide.

Thank you for joining us in celebrating the significant contributions of these leaders to global women's issues.

2020 INTERNATIONAL WOMEN OF COURAGE CELEBRATION COMMITTEE

Janice Meagher Trojan, *Chair*

Cynthy Moffatt and Jane Mursener Wetzel, *Advisors*

Nancy McAniff Annick • Monique Boutros • Betsy Conovitz • Lian Dolan

Earlie Douglas • Sandy Girard • Wendy Gladney • Diane Mitchell Henry

Onma Lwin • Annette Madden • Bonnie Martinez • Leslie Maxfield

Diane McGlinchey • Laura Pollard • Madvi Raya • Maggie Sabbag

Mary Schammel • Inez Sharp • Sarah Shelton • Jo Ann Troha • Carol Ann Warren

Thank you to Sarah Shelton for serving as the 2020 IWOC Celebration Mistress of Ceremonies

A very special thank you to the Deloitte Celebration Planning Team

and

The Department of State's Office of Global Women's Issues,

Bureau of Educational and Cultural Affairs, and Office of International Visitors

The 13th Annual International Women of Courage Celebration PRESENTED BY AMERICAN WOMEN FOR INTERNATIONAL UNDERSTANDING

Monday, March 16, 2020

JONATHAN CLUB

6:00 p.m. Registration and Reception

7:00 p.m. Program and Dinner

WELCOME & ACKNOWLEDGEMENTS

Sarah Shelton, Mistress of Ceremonies

Janice Meagher Trojan, 2020 Celebration Chair

Ambassador Tatiana Gfoeller, AWIU President

PRESENTATION OF AWIU INTERNATIONALISM AWARD

Deloitte, 2020 Honoree

Accepted by Stephani Long

Chief Talent Officer, Deloitte

DINNER

INTRODUCTION OF THE U.S. SECRETARY OF STATE'S 2020 INTERNATIONAL WOMEN OF COURAGE

Marie Royce

Assistant Secretary

Bureau of Educational and Cultural Affairs

United States Department of State

Ambassador Kelley Currie

Ambassador-at-Large for Global Women's Issues

Office of Global Women's Issues

United States Department of State

ACCEPTANCE REMARKS BY THE 2020 INTERNATIONAL WOMEN OF COURAGE REPRESENTATIVES

CELEBRATION FINALE



The United States Department of State, founded in 1787, was the first executive department established. The Department of State continues to advance freedom for the benefit of the American people and the international community by helping to build and sustain a more democratic, secure, and prosperous world composed of well-governed states that respond to the needs of their people, reduce widespread poverty, and act responsibly within the international system.

In collaboration with the Secretary's Office of Global Women's Issues and the Bureau of Educational and Cultural Affairs, AWIU welcomes women of extraordinary courage who travel to the United States to accept the Secretary of State's International Women of Courage Award. Highlighting the work of these leaders is paramount to empowering women worldwide as they fight for human rights and the advancement of women's rights. Each of the International Women of Courage is given a grant from AWIU to assist and further support her mission. AWIU is an apolitical, nonpartisan organization whose core values underscore the importance of citizen diplomacy and cross-cultural communication on the world's stage.



Marie Royce

Assistant Secretary
Bureau of Educational and Cultural Affairs
United States Department of State

Marie Royce was unanimously confirmed by the United States Senate and sworn in as Assistant Secretary of State for Educational and Cultural Affairs on March 30, 2018. In this capacity, she oversees a wide range of programs to advance U.S. foreign policy objectives through educational, professional, cultural, and sports exchanges that promote mutual understanding between the people of the United States and people of other nations. The Bureau of Educational

and Cultural Affairs (ECA) programs create networks and partnerships to advance U.S. foreign policy goals and address the world's greatest challenges and opportunities.

Ms. Royce, a former businesswoman and professor, was previously the CEO and Principal of Marie Royce LLC, in California before joining the State Department. She has over 30 years of experience in the private sector with Fortune 500 companies and as a small business owner, creating and launching start-ups and new initiatives and serving as a key business liaison to 80 countries. She held senior management positions at Marriott International, Alcatel-Lucent, Proctor & Gamble, among others.

As a former educator and full-time university professor at California State Polytechnic University, Ms. Royce led an international grant program between universities. She has served on 20 non-profit boards, and as a private sector appointee on the Advisory Committee on International Communications and Information Policy (ACICIP) at the State Department, in addition to serving on two U.S. Cultural Exchange Boards. She participated as an American Council of Young Political Leaders (ACYPL) delegate to Hungary and Poland and was recognized with the "2018 ACYPL Honors Award." She was also the 2013 recipient of AWIU's "Internationalism Award."

Ms. Royce earned a BS/BA (double major) at California State Polytechnic University, Pomona, and an MBA at Georgetown University in International Business with honors, Beta Gamma Sigma. She is the recipient of the Distinguished Alumni Award from California State Polytechnic University, Pomona.



Ambassador Kelley Currie

Ambassador-at-Large for Global Women's Issues
Office of Global Women's Issues
United States Department of State

Ambassador Currie was appointed Ambassador-at-Large for Global Women's Issues by President Trump in December 2019. She serves simultaneously as the U.S. Representative at the United Nations Commission on the Status of Women. Prior to her appointment, she led the Department of State's Office of Global Criminal Justice (2019) and served under Ambassador Nikki Haley as the United

States' Representative to the UN Economic and Social Council and Alternative Representative to the UN General Assembly (2017-2018).

Throughout her career in foreign policy, Ambassador Currie has specialized in human rights, political reform, development and humanitarian issues, with a focus on the Asia-Pacific region. From 2009 until her appointment to the USUN leadership, she served as a Senior Fellow with the Project 2049 Institute. She has held senior policy positions with the Department of State, the U.S. Congress, and several international and non-governmental human rights and humanitarian organizations.

Ambassador Currie received a Juris Doctor from Georgetown University Law Center, and an undergraduate degree in Political Science from the University of Georgia's School of Public and International Affairs.

The International Women of Courage Awards Ceremony

March 4, 2020, Washington, D.C.



*The 2020 International Women of Courage with Ambassador Kelley Currie,
First Lady Melania Trump, Secretary of State Michael Pompeo, and Susan Pompeo.*

2020 HONORARY COMMITTEE CHAIR

Willow Bay



“The women being honored tonight are expanding what women all over the world see as possible for themselves. As someone who leads a school for communication and journalism, and one that is 74% female, I appreciate the power of recognizing extraordinary women like our 2020 honorees, and in coming together to celebrate their accomplishments. To each of the awardees, I congratulate you on this honor, and thank you for your courage. While you are doing different kinds of work across the globe, you have all recognized the power of using one thing: Your voice. It’s the most important communication tool of all and tonight’s honorees are a reminder to all of us to continue using ours.”

A veteran broadcast journalist and new media strategist, Willow Bay is USC Annenberg’s first female dean. She was the first woman to co-anchor CNN’s flagship daily financial news program, Moneyline, a reporter and anchor for ABC News’ Good Morning America/Sunday, and a correspondent for Good Morning America and World News Weekend, among others. As senior editor and senior strategic adviser at The Huffington Post, she managed editorial content and growth initiatives for the pioneering online news site. Since joining the USC Annenberg faculty in 2014 as director of the School of Journalism, she has launched the state-of-the-art Annenberg Media Center in Wallis Annenberg Hall, accelerated curricular innovations and vastly expanded the school’s partnerships with key media and technology partners.

Bay is also the author of *Talking to Your Kids in Tough Times: How to Answer Your Child’s Questions about the World We Live In*, published in 2003.

Originally from New York, Dean Bay graduated cum laude from the University of Pennsylvania with a B.A. in literature and received her M.B.A. from New York University’s Stern School of Business.

She lives in Los Angeles, with her husband Robert A. Iger, Executive Chairman of the Walt Disney Company. Together they have four children and five grandchildren.

2020 HONORARY COMMITTEE MEMBERS

Honorary Committee Chair*Willow Bay*

Veteran Broadcast Journalist
Dean and Walter H. Annenberg Chair in Communication
USC Annenberg School for Communication and Journalism

Honorary Committee Members*Heather Caruso*

Assistant Dean, Equity, Diversity and Inclusion
UCLA Anderson School of Management

Jennifer Meagher Convery

Group President, North America, Griffith Foods

Terri Cooper, PhD

Chief Inclusion Officer, Deloitte

Janet Elliott

CEO/President, International Visitors Council of Los Angeles

Annette Flanagan

Executive Managing Editor and VP, JAMA and the JAMA Network

Ambassador Swanee Hunt

Founder of Inclusive Security and Harvard’s Women and Public Policy Program
Former U.S. Ambassador to Austria

Ambassador Njeri Njiiri Karago

Consul General, Consulate General of the Republic of Kenya

Khin-Sandi Lwin

Former Representative, United Nation’s Children’s Fund (UNICEF)

Jerilyn Castillo McAniff

Managing Director, Co-Head of Diversity & Inclusion, Oaktree Capital Management

Ambassador Melanne Verveer

First U.S. Ambassador-at-Large for Global Women’s Issues
Founding Director of the Georgetown Institute for Women, Peace and Security

2020 AWIU INTERNATIONALISM AWARD RECIPIENT

Deloitte



"We are proud to be honored by the American Women for International Understanding. We continue to remain focused on advancing inclusion throughout our organization and for our people, to truly be a place where everyone feels like they can connect, belong, and grow."

Terri Cooper, Chief Inclusion Officer, Deloitte

Deloitte is being honored for its transformational work in diversity and inclusion in the workplace, and for empowering and advancing women.

Deloitte has been working to shape corporate America's inclusion landscape since 1993, when it became the first professional services organization to establish women's and diversity initiatives, and Deloitte continues to evolve. Deloitte's Inclusion Councils provide opportunities for people to connect across communities and around common interests, discover common ground and strengthen support for one another. Having everyone in the room results in more allies and sponsors.

The "Board Ready" programs in Deloitte Singapore and Deloitte U.S. prepare talented women for board service and help lay the foundation for placement on public and private boards. In the 6th edition of its *Women in the Boardroom* report, Deloitte's Global Center for Corporate Governance notes that a strong representation of women in the boardroom can have a trickle-down effect in breaking down stereotypes.

Globally, Deloitte addresses the issues of gender diversity and inclusion in the workplace. Deloitte Australia's Aspiring Women program is instrumental in building strong, relatable role models for women at Deloitte, and indeed for all employees. Deloitte Middle East hosts the annual Deloitte Accelerator for Social Innovation (DASI) competition across 13 countries, encouraging social enterprises fully or partially owned by women to apply with a specific goal of supporting women's participation and advancement in the social entrepreneurship field. Increasing diversity is not only the right thing to do, states Deloitte Global's Chair in the *Women in the Boardroom* report, it can also lead to smarter decision-making, contribute to the bottom line, power innovation, and protect against blind spots.

Stephani Long, Deloitte's Chief Talent Officer, is accepting the award on behalf of Deloitte and Terri Cooper.

PAST AWIU INTERNATIONALISM AWARD RECIPIENTS

AWIU Internationalism Award recipients are individuals who have addressed concerns and issues facing women worldwide and whose commitment and work have set them apart by every standard. The Internationalism Award honorees have exhibited international support for women's issues and contributed to worldwide understanding, raised awareness of global concerns, and fostered and encouraged cross-cultural dialogue.

The Honorable Ertharin Cousin - 2019

Former US ambassador to UN Agencies for Food and Agriculture
and Director, World Food Program

Ana C. Rold - 2018

Founder and Publisher of *Diplomatic Courier*

Anita L. DeFrantz - 2017

International Olympic Committee Executive Board Member

Harriet Mayor Fulbright - 2016

Founder and President, J. William & Harriet Fulbright Center

Laurie Garrett - 2015

Senior Fellow for Global Health at the Council on Foreign Relations,
Pulitzer Prize-Winning Science Journalist, Best Selling Author

The Honorable Melanne Verwee - 2014

First U.S. Ambassador-at-Large for Global Women's Issues

Marie Thérèse Royce - 2013

Senior Director International Public Affairs, Alcatel-Lucent

Donna F. Edwards - 2012

U.S. Congresswoman, 4th District, Maryland

Cathy McMorris Rodgers - 2012

U.S. Congresswoman, 5th District, Washington

The Honorable Bonnie McElveen-Hunter - 2011

Former U.S. Ambassador to Finland, Founder and CEO of Pace Communications

Laura W. Bush - 2010

Former First Lady of the United States

Doris Buffett - 2009

Founder and President, Sunshine Lady Foundation

Caroline Leonetti Ahmanson

The Honorable Leonore Annenberg

The Honorable Shirley Temple Black

Sylvia A. Earle, PhD

Mary Jean Eisenhower

Pauline Frederick

Frances Hammer

Bernice M. Hemphill

Fay Kanin

The Honorable Jewel Lafontant-Mankarious

Bette Bao Lord

The Honorable Clare Boothe Luce

U.S. Astronaut Shannon W. Lucid, PhD

Helen Thomas

Kazuko Toyoda

Governor and Mrs. Pete Wilson

2020 International Women of Courage Awardees

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The 2020 International Women of Courage in Washington, D.C.



AFGHANISTAN Zarifa Ghafari

After successfully launching and operating a women-focused radio station, Afghanistan's Zarifa Ghafari became mayor of Maidan Shar, in conservative Wardak province, at the age of 26. When she showed up to start work, a male mob appeared and she was forced to flee. Despite death threats, Ms. Ghafari came back, defying her conservative critics and their narrative that a woman is unfit to lead. She then withstood a walkout by all of the male members of her office. She later demonstrated ability and courage in tackling her town's problems. Despite fierce opposition from vested interests, she successfully launched a "Clean City, Green City" campaign that reduced littering. Ghafari's courage has inspired girls and women not only in her community and the wider province, but across the country. In her capacity as a trail-blazer and door-opener for a new generation of young women, she has helped empower the women of Afghanistan.

ARMENIA Lucy Kocharyan

Using her platform as a journalist, Kocharyan has championed children with mental health issues and has emerged as a leading voice in the fight against psychological, physical, and domestic violence against women and children. Through her dedication and resolve, Kocharyan became famous for launching "Voices of Violence" in August 2018. She has become a spokesperson on gender-based violence in Armenia and has continued to speak out despite harsh criticism – from people on the street who yell "shame" as she passes by, to parliamentarians speaking out against her and threatening her with lawsuits. She successfully started a conversation about domestic and sexual violence that is slowly leading to some action. Gender-based violence is a pervasive problem throughout Armenia, where traditional social norms regarding masculinity, femininity, gender equality, and the division of household tasks remain rigid, making her achievements and impact all the more impressive.



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2020 International Women of Courage Awardees



AZERBAIJAN Shahla Humbatova

Shahla Humbatova has worked as a defense lawyer in Azerbaijan since 2013, and is one of a handful of legal advocates who have been consistently willing to defend individuals facing punishment for exercising their fundamental freedoms. She has bravely defended human rights defenders, journalists, bloggers, youth activists, members of the political opposition, and others. Her example has inspired other lawyers to better advocate for their clients in politically sensitive cases, and her courage in representing LGBT clients in a conservative culture has pushed civil society further down the path to tolerance. She is one of only two female lawyers to take these cases on in a difficult environment in which human rights lawyers have regularly been harassed and threatened in social media, suspended from practicing law, and disbarred.

BOLIVIA Ximena Galarza

Ximena Galarza is a Bolivian journalist with over 25 years of experience. She has worked as a reporter, a television presenter, and news editor on some of Bolivia's most important news channels including Red UNO, Cadena A, and TVU. Across her extensive career, Galarza has interviewed hundreds of politicians, academics, intellectuals, artists, and experts. She has also trained journalists to better inform the public of their rights and obligations. Galarza's work has supported democracy in Bolivia and exposed corruption and violations of democratic freedoms. Since 2015, Galarza has hosted the program Jaque Mate (Check Mate) on TVU, one of Bolivia's most prestigious news programs. In 2019, two of Galarza's interviews impacted Bolivia's history by demonstrating fraud in the October 20 presidential elections. The electoral irregularities were later confirmed by an independent analysis from the Organization of American States.



BURKINA FASO Claire Ouedraogo

Claire Ouedraogo is the President of the Songmanegre Association for Women's Development (Association féminine songmanegre pour le développement), an organization she founded that focuses on eliminating female genital mutilation/cutting (FGM/C) and promoting female empowerment through family planning education, vocational training, and micro-credit for women in the rural and underserved Center North region of Burkina Faso. She also serves as a senior advisor on the National Council to Combat Female Genital Mutilation. She is an active member of the Burkinabe Movement for Human and People's Rights. In 2016, the prime minister of Burkina Faso nominated her as an Ambassador of Peace for her work in empowering rural women. Despite the increased threat of terrorist attacks and violent acts against civilians in

Bam Province, Mrs. Ouedraogo continues her courageous work on behalf of vulnerable women threatened both by FGM/C and terrorism.

KAZAKHSTAN Sayragul Sauytbay

Sayragul Sauytbay was born in Ele Kazakh Autonomous Prefecture, Xinjiang, China. She attended medical university and worked as a doctor, teacher, education director, and headmaster. In July 2016, Sayragul and her family attempted to move to Kazakhstan but the Chinese Communist Party (CCP) confiscated her passport and prevented her from going with her husband and children. From November 2017 to March 2018, Sayragul was forced by the CCP to teach Chinese to ethnic minority people in a detention camp. In March 2018, Sauytbay fled to Kazakhstan to avoid being sent back to the camps, where she feared she would die. Subsequently, Sauytbay became one of the first victims in the world to speak publicly about the CCP's repressive campaign against Muslims, igniting a movement against these abuses. Her testimony was among the first evidence that reached the broader international community of the CCP's repressive policy, including both the camps and the coercive methods used against Muslim minorities. Sayragul and her family received asylum in Sweden, where they now live.



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2020 International Women of Courage Awardees



MALAYSIA

Susanna Liew

Following the February 2017 abduction of her husband, Christian pastor Raymond Koh, allegedly by state agents, Susanna Liew has fought on behalf of members of religious minorities who disappeared in Malaysia under similar circumstances—including Amri Che Mat, Joshua Hilmy, and Ruth Sitepu—or who face persecution for their beliefs. Susanna actively pursued justice for her husband and others during the Malaysian Human Rights Commission's (SUHAKAM) 2018-2019 public inquiry into enforced disappearances and continues to push the government to investigate these cases and prosecute those responsible. Despite police harassment and death threats, she continues to advocate for her husband and others, not because of her faith or theirs, but because of their rights as Malaysians. Susanna and Raymond founded Hope Community in 2004,

a non-profit organization that works with the poor, needy, and marginalized. She previously served as a school principal and educator.

NICARAGUA

Amaya Coppens

Coppens is one of the leaders of the 19th of April Student Movement in Nicaragua. She participated in numerous protests against the Sandinista government and the violent, repressive tactics deployed by its security forces. In September 2018, she was abducted by Nicaraguan police from her residence after participating in a peaceful protest. She was released in June and continued to speak out against the regime in Nicaragua. She had the opportunity to repatriate to Belgium during her first captivity, but refused. On November 14, Coppens was imprisoned again when she and 12 other activists attempted to bring water to mothers of political prisoners on hunger strike. She and other political prisoners were released by the regime on December 30, 2019.



PAKISTAN

Jalila Haider

Known as the Iron Lady of Balochistan, Jalila Haider is a human rights attorney and founder of "We the Humans – Pakistan", a non-profit organization to lift local communities by strengthening opportunities for vulnerable women and children. She specializes in defending women's rights and provides free counseling and legal services to poverty-affected women. The first female attorney of her Hazara community, Haider led a peaceful hunger strike to recognize the right to life for the Hazara following a series of targeted attacks. Ms. Haider has taken up the cause of many other vulnerable communities. As Balochistan's President of the Women Democratic Front and Balochistan's branch of the Aurat (Woman's) March, she fought against violence against women in public spaces, at work, and at home.

SYRIA

Amina Khouani

Khouani is a survivor of the Assad regime's detention and torture centers, which have arbitrarily detained over 140,000 Syrians, and has dedicated her life to helping the families of forcibly disappeared Syrians. A long-time civil society activist, she fled Syria in 2014 after her release from prison. She was imprisoned for six months for "peaceful activism" and her husband detained for two and a half years at the notorious Sadnaya Prison. They survived, but her three brothers died while in regime custody. From this devastating experience, Khouani rededicated her life to seeking information and justice for the families of the disappeared. She is a founding member of "Families for Freedom", a women-led movement launched in 2017 by families whose loved ones have been detained and disappeared in Syria. Forced from her home and country, living under constant threat as a refugee without government representation, she continues to advocate for human rights, democracy, and peace in Syria.



2020 International Women of Courage Awardees



YEMEN

Yasmin al Qadhi

After obtaining her journalism degree, Yasmin Al-Qadhi was one of the first women to write articles for local newspapers during the Arab Spring pro-democracy protests in Sana'a. When the civil war broke out in Yemen in 2015, Yasmine and her sister Entisar established the Marib Girls Foundation. Through the foundation, she works with senior army officials to combat child recruitment and obtained the military's commitment to release any child recruited or detained. She fostered support for women displaced by the conflict by coordinating with the local and international community. She also raised awareness by co-producing a film about the negative effects of displacement on women and children. Yasmine still resides in Yemen, a tribal society where women are discouraged from working in public spaces. She is working to change social norms and

has become a role model in her society. Both at home and abroad, she encourages women's empowerment and meaningful participation in civil society and the UN-led peace process.

ZIMBABWE

Dr. Beauty Rita Nyampinga

Dr. Beauty Rita Nyampinga has been a human rights defender for more than 35 years, fighting for gender equality in the workplace since she joined a trade union in 1983. She is also a trained mediator, and a mentor for girls and young women in leadership. Her experiences during detention led her to form the Female Prisoners Support Trust to support women and children in detention and raise awareness of the appalling conditions they face. Dr. Nyampinga continues to serve on several boards including Women Coalition of Zimbabwe, Crisis in Zimbabwe Coalition, Women Academy on Political Leadership Excellence, and Women AIDS Support Network. Her goal is to see a world that protects and respects the rights of prisoners through a just and fair legal system that is nondiscriminatory based on gender. In 2010 she became the Social and Economic Justice Ambassador for Zimbabwe's Coalition on Debt and Development. Dr. Nyampinga won the Female Human Rights Activist of the Year in 2014 from Alpha Media House.



The Global Reach of the IWOC Program

From 2007, over 140 women have been honored from the following countries:

Afghanistan (13)	Guatemala (4)	Niger (2)
Argentina	Guinea	Nigeria
Armenia	Honduras (2)	Pakistan (5)
Azerbaijan	Hungary	Palestinian Authority
Bangladesh (4)	India (2)	Papua New Guinea
Belarus	Indonesia	Paraguay
Belize	Iran	Peru (2)
Bolivia (2)	Iraq (7)	Republic of Korea
Botswana	Ireland	Russia (3)
Brazil	Italy	Rwanda
Burkina Faso	Japan	Saudi Arabia (3)
Burma (3)	Jordan (2)	Slovakia
Cameroon	Kazakhstan (2)	Somalia (2)
Central African Republic	Kenya	Sri Lanka (3)
China (3)	Kosovo (3)	Sudan (2)
Colombia (2)	Kyrgyzstan	Syria (5)
Cuba	Latvia	Tajikistan
Cyprus	Libya	Tanzania (2)
Democratic Republic of Congo	Malaysia (3)	Thailand (2)
Djibouti	Maldives (2)	Turkey (2)
Dominican Republic	Mali	Ukraine
Egypt	Mauritania (2)	Uzbekistan
Fiji (2)	Mexico	Vietnam (2)
France	Montenegro	Yemen (4)
Georgia	Nicaragua	Zimbabwe (4)

GLOBAL LEADERSHIP SPONSOR

AWIU thanks Deloitte for ten consecutive years as lead sponsor for
The International Women of Courage Celebration



At Deloitte, we believe that fostering an inclusive culture unleashes the power of our diversity, and that being a leader—by definition—means being an inclusive leader. We are proud of our history, and share our discoveries with the marketplace and our clients. Leadership commitment and innovative thinking has helped land us on a number of best-places-to-work lists, including *Working Mother's* 100 Best Companies, the *Human Rights Campaign's* Best Places to Work for LGBT Equality, the *FORTUNE* Best Workplaces for Women, and the *FORTUNE* 100 Best Companies to Work For ®. www.deloitte.com/us/inclusion

About Deloitte

Deloitte provides industry-leading audit, consulting, tax and advisory services to many of the world's most admired brands, including nearly 90% of the Fortune 500® and more than 5,000 private and middle market companies. Our people work across the industry sectors that drive and shape today's marketplace — delivering measurable and lasting results that help reinforce public trust in our capital markets, inspire clients to see challenges as opportunities to transform and thrive, and help lead the way toward a stronger economy and a healthy society. Deloitte is proud to be part of the largest global professional services network serving our clients in the markets that are most important to them. Now celebrating 175 years of service, our network of member firms spans more than 150 countries and territories. Learn how Deloitte's more than 312,000 people worldwide make an impact that matters at www.deloitte.com.

FREEDOM AND EQUALITY SPONSORS



Founded in 1899, Hahn & Hahn LLP remains one of the oldest law firms in California and is one of the largest general practice firms in the San Gabriel Valley. Now in its second century, the firm retains its long traditions of integrity, service and excellence in the practice of law while looking ahead to the changing needs of our community. Hahn & Hahn is proud to be certified by the California Public Utilities Commission and the Supplier Clearinghouse as a majority Women & Minority Owned Business Enterprise. www.hahnlawyers.com

At O'Melveny, the diverse perspectives and experiences that our people bring to their work



drive innovation and excellence. They create a vibrant and dynamic workforce that make us uniquely prepared to serve our clients. We are proud of our achievements in this area, but believe that diversity and inclusion is a work in progress. It always will be because our profession, our firm, our clients, and their issues keep changing. So must we. We are committed to making our firm a place where all people can enjoy a sense of belonging and feel empowered to contribute and grow.



From humble beginnings as a cartoon studio in the 1920s to its leading role in the entertainment industry today, Disney proudly continues its legacy of creating world-class stories and experiences for families and fans around the world. Through our stories, we seek to make the aspirational relatable, and we are inspired by tonight's awardees and honored to support *The 13th Annual International Women of Courage Celebration* of the Secretary of State's International Women of Courage.

EMPOWERMENT THROUGH EDUCATION SPONSORS



BJ's Restaurant and Brewhouse, in addition to being a growing national brand with more than 200 restaurants in 29 states, has a non-profit Foundation that financially supports charities and community causes across the country. Since the Foundation's start in 2006, more than 8,000 BJ's team members have volunteered across the country to benefit local causes, national charities, schools, hospitals and educational foundations. During 2019, the BJ's Foundation supported a total of 227 charities. We are as proud of providing exciting and delicious restaurant dining experiences as we are of being a valuable partner in our communities.

For food companies around the world, Griffith Foods is the caring, creative product development partner specializing in food ingredients—from seasonings and sauces, to breadings and coatings, flavors, bakery products and more. Guided by our Purpose, We Blend Care and Creativity to Nourish the World, we help our partners meet the evolving needs and desires of consumers in ways that respect and sustain the planet. Founded in 1919 and now in the fourth generation of family leadership, Griffith has grown and expanded globally to include a presence in over 30 countries to better serve our customers in their communities.



JAMA



JAMA, published continuously since 1883, is an international peer-reviewed general medical journal. The JAMA Network is a trusted family of esteemed medical journals that shape the future of medicine by publishing important, innovative research and educational offerings in general medicine and many specialties.

Providence Foundations of Southern California supports Providence Health & Services, a Catholic not-for-profit, mission-driven healthcare system, which operates award winning hospitals and a comprehensive network of clinics and home healthcare services. Providence is anchored locally by Providence Holy Cross Medical Center in Mission Hills, Providence Saint Joseph Medical Center in Burbank, Providence Saint John's Health Center in Santa Monica, Providence Tarzana Medical Center and Providence Little Company of Mary Medical Centers in Torrance and San Pedro. For more information, visit ProvidencePowerofGiving.org



EMPOWERMENT THROUGH EDUCATION SPONSORS



UCLA Anderson School of Management is among the leading business schools in the world, with faculty members globally renowned for their teaching excellence and research in advancing management thinking. Located in Los Angeles, a hub of innovation for the world, UCLA Anderson's graduate, doctoral and executive education programs embody the school's *Think In The Next* ethos. Annually, some 2000 students are trained to be global leaders seeking the business models and community solutions of tomorrow.

The USC Viterbi School of Engineering is innovative, elite and internationally recognized for creating new models of education, research and commercialization that are firmly rooted in real world needs. The school's first priorities are the education of outstanding students and the pursuit and publication of new research. The school stimulates and encourages qualities of scholarship, leadership, ambition and character that mark the true academic and professional engineer — to serve California, the nation and the world. At USC Viterbi, we call this the enabling power of Engineering+.



WOMEN FOR OTHERS SPONSOR



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