Promoting the professional empowerment and personal growth of women in journalism and working toward a more accurate portrayal of the whole society.
2016 marked a year of great programming and interaction for the members of Journalism and Women Symposium.

The relationships JAWS members built at our Conference and Mentoring Program (CAMP), at regional gatherings and on our listserv last beyond those events.

Our relationships build on those events and evolve. We are mentored and become mentors for others. We share stories, sources and solutions.

Most importantly, we work to support the professional empowerment and personal growth of women journalists, while also working toward a more accurate portrayal of the whole society.

Here are some of our achievements toward that goal in 2016:

Regional training sessions: JAWS offered members three daylong training sessions in 2016. Jill Geisler, Bill Plante Chair in Leadership and Media Integrity at Loyola U Chicago, offered leadership trainings in Chicago and Washington, D.C. Those workshops offered great interaction and real-life scenarios to help the women in JAWS learn how to be better leaders in their newsrooms. And women from Reveal offered a daylong audio training in Washington, D.C. We hope to make such regional training sessions routine in the years to come.

CAMP: Keynote speakers Danyel Smith, culture lead at The Undefeated, and Aminda “Mindy” Marques Gonzalez, executive editor and vice president for News at The Undefeated, inspired us with the camaraderie of those events. In 2016, Linda Kramer Jenning also helped organize tabletops at one CAMP dinner where women could share their experience and advice on specific issues in journalism. The conversations were amazing!

Regional groups: Our regional groups continued to expand and strengthen. One group in Iowa helped organize a webinar on social media in the fall. We plan to expand our webinar training offerings in 2017.

Staffing: Former JAWS president Kat Rowlands left her part-time position as development director when she accepted a Knight fellowship at Stanford. Kat’s connections and knowledge of our organization were a huge asset for us. Operations Director Roxanne Foster took over Kat’s duties, however. She and our social media/web manager Connie Ho continue to do excellent work.

Looking forward: We’ve scheduled two more leadership trainings with Jill in New York and the San Francisco Bay area for the summer of 2017. Our 2017 CAMP in Hot Springs, Ark., promises to be as inspirational and educational as always. We’re also expanding our webinar offerings.

We want to offer special thanks to some of our generous benefactors in 2016. New to CAMP sponsoring was the Democracy Fund and Open News, joining repeating sponsors the Financial Times, Ford Foundation, Pensions & Investments, JSK Knight Fellowships, Knight Wallace Foundations, Comcast and others. We’re especially thankful to Phoung Ly, who donated to JAWS upon closing the Comcast and others. We’re especially thankful to Phoung Ly, who donated to JAWS upon closing the WMC report.

Mentoring Project and future programs.

• Only 20 percent of Americans say they have a lot of trust in the national news media, according to the Pew Research Center; local media does just slightly better with 25 percent saying they have a lot of trust in it.

• In the wake of the 2016 presidential election, nearly two-thirds of Americans believed fake news had sown confusion over basic facts, according to a separate Pew poll.

• At ABC, NBC, and CBS women field reporters and correspondents provided just one fourth of the reports broadcast during a three-month period in 2016, according to a study from the Pew Research Center.

• Women’s bylines appeared on just 34 percent of U.S. politics stories, 32 percent of crime and justice stories, and 40 percent of business and economics stories in 2016, according to the WMC report.

As journalism faces these pressures, JAWS is more essential than ever.
What JAWS Does for Members

JAWS has given me the guidance I’ve needed to find my way in the field, and an avenue for me to find my future ways in the field. JAWS has given me:
- the tools I need to in order to define and measure my own success
- the tools I need in order to give back to the field. For example, I learned about thesource.org through JAWS, which has helped me to get more “she said” attributions into my stories. I learned how to be a strategic and vocal advocate of hiring more women in higher positions.
- the context I needed in order to understand the importance of our field. I am ashamed to say that the first time I learned about The New York Times sex-discrimination lawsuit was not in school but after I graduated college in reading Nan Robertson’s “The Girls in the Balcony” which I picked up during my first JAWS CAMP auction in 2014.
- to chart out what so far has been a successful career path
- the knowledge to help me chart out my future career path. Though this will sound grim, I’ve learned from other JAWS women and my own reporting the importance of advocating for myself and others early, how to position myself to fight against a likely setback in my potential earning capacity if I decide to take substantial time off once I have children. I’ve learned the importance of constantly learning new skills and keeping up with the latest trends to prepare myself for when it’s my turn to fight against sexism.
- the savvy to recognize when I see sexism, be it intentional or institutional, in my own newsroom.
- Nicoleiaz, Business and Tech Reporter

JAWS is my soul food. I come to CAMP for the learning, the friendship, the inspiration and support. I was freelancing, adjuncting and writing my first book when I came in 1997 as a scholarship winner. With two exceptions, I have come every year because my sisters sustain me and make me humble, grateful and better at what I do. Throughout the year, my JAWS colleagues feed my heart, mind and soul.
- Michele Weldon, Author, Journalist, Editor

Even the climate of America and journalism today I’m often encouraged to just quit, which is what I planned to do before being chosen as the 2015 Diversity Fellow for JAWS. I don’t know if the women of JAWS understand just how much they changed my life that year. Since then, each time I leave CAMP I feel empowered, motivated and inspired. I now push for diversity and inclusion on air and off. JAWS reminded me that newsrooms needed women like me to tell the story the way it should be told and to champion for change. Hearing their stories of triumph in the face of adversity showed me I was not alone in my daily interaction with racism and sexism. When I feel the spark for journalism dying, JAWS is the fire that re-ignites it. The difference between JAWS and so many other journalism organizations is they want to see you do great things and they want to help assist any way they can. The competition factor isn’t there. My mantra is now “Lift as you climb” which is what JAWdesses do. I am now co-chair of the JAWS Diversity Committee, president of the Greater Cincinnati Association of Black Journalists and an advisory board member for Aviatra Accelerators (an organization that helps women entrepreneurs). I hope to continue to carry the JAWS torch by fighting for equal rights for journalists and women alike.
- Charisse Gibson, Anchor/Host

JAWS: WOMEN MAKING NEWS FOR 30 YEARS

ADVISORY BOARD MEMBERS

Jill Geisler
Loyola University Chicago

Amanda (Mindy) Marqués Gonzalez
Miami Herald

Diana B. Henriques
New York Times

Geneva Overholser, former dean, USC

Lisa Stone
Brighter Co-founder

JAWS 2016 BY THE NUMBERS

Journalism and Women Symposium Balance Sheet
As of December 31, 2016

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>Total</th>
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<tbody>
<tr>
<td>Bank Accounts</td>
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<tr>
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<td>TOTAL ASSETS</td>
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<th>LIABILITIES AND EQUITY</th>
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<td>Equity</td>
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<tr>
<td>3130 Temporary Restricted - The Lewine Fund</td>
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<td>3500 Opening Balance Equity</td>
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<td>Total Equity</td>
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<tr>
<td>TOTAL LIABILITIES AND EQUITY</td>
<td>96,334.61</td>
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CAMP ATTENDANCE

Membership Growth since 2008

<table>
<thead>
<tr>
<th>Year</th>
<th>Membership Growth</th>
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<tbody>
<tr>
<td>2006</td>
<td>246</td>
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<tr>
<td>2007</td>
<td>282</td>
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<tr>
<td>2008</td>
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<td>2014</td>
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<tr>
<td>2015</td>
<td>300</td>
</tr>
<tr>
<td>2016</td>
<td>300</td>
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Income Sources 2016
- Individual Contributions
- Sponsorships and Acts
- Foundation Support
- Conference Registration
- Gifts
- Grants
- Investment, events and miscellaneous

Expenses by category 2016
- Staff support to maintain programming, communications, operations
- Contract professional services for web, editing, design
- Operations, Insurance, Board and equipment
- Conference, programming and fellowship
- Business expenses
$2,000 and up
Diana Henrique
Linda Kramer Jenning Institute for Justice and Journalism c/o Phuoc Ly
Arijit and Frances Miller
Foundation
Amy Becker
Katherine Konalands
Joan and James Shapiro

$1,000 to $1,999
Sandra Fish
The Fish Foundation
Jane Hayes
Merrick Jackson
Merrill Perlmutter
Bonnie Robbins

$500 to $999
Nancy Day
Daen Garcia
Arthur Harringer
Sheliah Kast
Megan Swans
James Wagstaffe
Fara Warner
Yumi Wilson

$250 to $499
Jo-Anne Albers
Michele Clarke
Georgia Dawkins
Angela Greiling Kearne
Paul Fentz
Emily Kaiser
Megan Karmet
Pamela Moreland
Lynn Porchick
Elizabeth Rosnick
Luc Sengers
Alicia Shepard
Miranla Spivack

$150 to $249
Dianne Foster
Mary Beth Franklin
Mona Gable
James Gold
John Holland
Katherine Lepphar
Claudia Lister
Teresa Puente
Fernanda Santana
Gina Seitler
Robert Smith
Sheila Solomon
Andrea Stone
Meg Wake-Clayton
Caroline Watson
Kira Zalon

$100 to $149
Carol Barker
Sheilah Barron
Robert Berz
Rebecca Christie
O’Vera Cohn
William Drummond
Kimberly K. Gammel
Ramona Gorth
Holly Haake
Oscar Hoo
Tanja Irein
Jodi Jacobson
Akos Kozak
Melinda Manquis
Lisa Matthews
Paula Mechugh
Carson Miller
Judy S. Miller
Ashley Mine-Tyle
Yoshah Najjar
Laurie Peterson
Sarah Pollock
Nicole Ray
Amy Ruden
Marc Wilkins
Tom Williams
Barbara Zang

$50 to $99
Jaki Kofsky
Ellen Berkovitch
Matthew Bishop
Dorothy Blain
James Charlier
Gillian Eigo
Joshua Fortunato
Monica Fox
Jacqueline Frank
Kristin Garriss
Carol Gurniss
Curis Hubbard
Casey Hynes
Lottie Joiner
Terry Langan
Deborah Leidemann Geiger
Kandy McMillan
Anna Michaud
Donna Morrow
Laura Nelson
Robert L. Olson
Geneva Overstreet
Claudia Pohlen
Strieck Rogers
Kevin Ronnie
Rachel Sams
Rebekkah Sanders
Margaret Tebo
Sharon Walsh
Michelle Wellington

Up to $49
Sandep Agarwal
Sonny Albarado
Sarah Chazan
Karen Cheung
Doug Chitwood
James Clarke
Stephanie Clary
Manie Corcoran
Cassie Cope
Susanne Cragg
Michael Diduch
Ann M. Douglas
Shohreh Farzan
Amelia Fellman
Daniel Ford
Rosanne Foster
Joyceen Frank
Estyn Flick
Emily Goodin
E.J. Graff
Cassandra Habura

JAWS thanks all our donors and supporters who helped us meet our mission in 2016

Donations help JAWS provide networking, training and mentoring to women in journalism. One of our proudest traditions is our fellowship program for emerging, diversity, entrepreneurial and mid-career fellows to attend our annual Conference and Mentoring Project. Here are the 2016 winners in Roanoke, Virginia

Tanya Irwin
Jodi Jacobson
Akos Kozak
Melinda Manquis
Lisa Matthews
Paula Mechugh
Carson Miller
Judy S. Miller
Ashley Mine-Tyle
Yoshah Najjar
Laurie Peterson
Sarah Pollock
Nicole Ray
Amy Ruden
Marc Wilkins
Tom Williams
Barbara Zang

To make a tax-deductible contribution to Journalism and Women Symposium, contact:
Development Director or JAWS President
Phone: (510) 764-1877
Fax: (510) 764-1122
Email: development@jaws.org

Tax ID: 84-1077803

Journalism and Women Symposium is a 501(c)3 nonprofit organization. Your donation is tax deductible.

Extending Our Reach
As social media becomes ever more integrated into our lives, Journalism and Women Symposium has continued to expand our digital presence to highlight members’ work, share job and funding opportunities, and spark dialogue about the vital issues in our field. The number of followers on our Twitter account has increased 90 percent to more than 7,600; during October, the month of our Conference and Mentoring Project, we were mentioned in more than 700 tweets. Nearly 3,000 people follow our Facebook page. We are consistently expanding our digital presence to highlight members’ work, share job and funding opportunities, and launch a system for matching panel organizers with expert women and launched a system for matching panel organizers with expert women.

To make a tax-deductible contribution to Journalism and Women Symposium, contact:
Development Director or JAWS President
Phone: (510) 764-1877
Fax: (510) 764-1122
Email: development@jaws.org

Tax ID: 84-1077803

Journalism and Women Symposium is a 501(c)3 nonprofit organization. Your donation is tax deductible.

Developments
In 2016, JAWS continued developing and expanding our offerings; we have recently organized leadership workshops, run webinars on digital archiving, and launched a system for matching panel organizers with expert women.

Up to $49
Sandep Agarwal
Sonny Albarado
Sarah Chazan
Karen Cheung
Doug Chitwood
James Clarke
Stephanie Clary
Manie Corcoran
Cassie Cope
Susanne Cragg
Michael Diduch
Ann M. Douglas
Shohreh Farzan
Amelia Fellman
Daniel Ford
Rosanne Foster
Joyceen Frank
Estyn Flick
Emily Goodin
E.J. Graff
Cassandra Habura
Thank you to contributors to the 2016 annual report, including Margaret Rowlands for design, Connie Ho and Sarah Shemkus for content, and Erica Yoon and JAWS regional captains for photographs.

OUR COMMITMENT TO JAWS MEMBERS SINCE 1985

- Supporting women who practice journalism that educates, engages and empowers civil society
- Embracing diversity in all its aspects in our organization, our profession and society
- Teaching the skills we need to succeed in a changing industry
- Advancing women through mentoring and professional support as a way to share knowledge and encourage new generations of women journalists

Regional Events & Training

WE HAVE BEEN GROWING to meet the demand of women who need the mentoring, training and support we provide, not only at our Conference and Mentoring Project in the fall, but at regional events across the country.

WE NOW HAVE 18 GROUPS including our newest additions in El Paso, Kentucky, Oklahoma and Iowa. They hold events throughout the year, drawing almost 1,000 women to network, learn and share. From potlucks and book parties to panel discussions and partner events with SPJ, IRE, WAM, NSNC, EWIP and AWP, JAWS has been branching out.