



Exposing Truth, Catalyzing Change

2024 IMPACT REPORT

THE
FULLER
PROJECT™

A photograph showing a man and a woman working in a sugarcane field. The man, on the left, is wearing a light-colored shirt, dark pants, and a white headscarf. He is holding a large bundle of harvested sugarcane stalks. The woman, on the right, is wearing a light-colored shirt and a red skirt. She is holding a large bundle of harvested sugarcane stalks, with some stalks draped over her shoulder. The field is filled with tall sugarcane plants, and the ground is covered with harvested stalks. The sky is clear and blue.

**The Fuller Project is
the global newsroom dedicated
to groundbreaking reporting that
catalyzes positive change
for women.**

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EXPOSING TRUTH, CATALYZING CHANGE: THE FULLER PROJECT IN 2024

In 2024, as women worldwide faced mounting challenges from escalating authoritarianism, climate disruption, and systematic inequality, The Fuller Project stood as the leading journalistic force documenting both their struggles and their resilience.

Where mainstream media often overlooks how global crises impact women, our independent, data-driven journalism brings critical perspectives into the conversation. We investigate, uncover, and illuminate the systemic barriers women face and the solutions they pioneer.

What distinguishes our reporting is its catalytic power. Through rigorous investigative and enterprise journalism, Fuller's coverage has prompted tangible policy reforms, influenced corporate practice, and reshaped public discourse. Our global newsroom connects patterns across continents, revealing how women's experiences in Nairobi, New Delhi, and New York are interconnected through global systems.

In an era of declining media trust and rising misinformation, The Fuller Project's commitment to fact-based accountability reporting does more than inform—it strengthens democratic institutions by ensuring women's perspectives shape public understanding of our most pressing challenges. By centering women's voices and experiences, we deliver journalism that makes invisible systems visible and holds power accountable.

The Fuller Project's reporting serves all of us by bringing women's perspectives to the forefront of public discourse. Our journalism uncovers systemic issues affecting half the world's population and at the same time illuminates how topics traditionally labeled as "women's issues" are central to society's collective progress. By amplifying women's voices and experiences, we enrich civic debate, inform better policy making, and enable more meaningful public participation. Our accountability journalism catalyzes changes that benefit entire communities—because societies where women thrive are invariably more just, economically vibrant, and democratically robust for all citizens.



Photo by James Wakibia/SOPA Images/LightRocket via Getty Images

DEAR FRIENDS AND SUPPORTERS,

In a pivotal year for women's rights globally, The Fuller Project's journalism revealed a powerful truth: across borders, cultures, and contexts, women's challenges and triumphs are fundamentally interconnected. Throughout 2024—a period of dynamic transformation for our organization—we strengthened our commitment to evidence-based reporting that exposes injustice and catalyzes change.

This transformation included significant leadership evolution. Following the departure of our co-founder and CEO, Xanthe Scharff, we welcomed Laurie Hays as CEO and Editor-in-Chief, whose vision reinforced our mission-driven journalism. In July, I had the honor of assuming the CEO role, continuing our work to expand Fuller's reach and impact during this critical moment for women worldwide.

Throughout this leadership transition, I'm proud to report that our journalists continued to deliver the rigorous, impactful reporting that defines The Fuller Project's work. In 2024, our cross-border reporting connected climate justice with women's economic security, tracing global supply chains from East Africa's second-hand markets to Cambodia's climate-vulnerable garment factories. Our reporting delivered profound impact that validated our unwavering commitment to journalistic excellence. Our investigation into labor exploitation in frankincense harvesting led to import bans and corporate accountability. Our documentation of algorithmic bias in veterans' healthcare prompted legislative action. And our climate reporting led to new disclosure requirements for women's employment in federally-funded green energy projects. These outcomes demonstrate how our journalism not only informs but transforms—creating pathways for concrete improvements in the lives of women and their communities worldwide.

On a personal note, when I joined The Fuller Project in early 2023, I never imagined I would one day have the privilege of leading this extraordinary organization. Every day, I am humbled by the dedication of our team, the courage of the women whose stories we tell, and the legacy of impact that defines our work. Leading Fuller through this transition during an increasingly turbulent time for the media industry has deepened my conviction that journalism centered on women's experiences is not just important—it's essential for creating a more just world.

We concluded 2024 by welcoming Eliza Anyangwe as our first internationally based Editor-in-Chief, a milestone appointment reflecting our global vision and commitment to diverse perspectives. As we move into 2025, Fuller is poised to expand our reach with a renewed editorial focus on reaching new audiences and exploring the most urgent issues affecting women globally. In this critical moment for women's rights, independent journalism that illuminates both challenges and solutions is more vital than ever. We are profoundly grateful for your continued support and partnership in this essential mission.

With gratitude and determination,



Zsuzsanna Lippai
Chief Executive Officer

Exposing Truth – 2024 Impact

CORPORATE ACCOUNTABILITY: FROM COKE'S SUGAR SUPPLY CHAINS TO POLICY CHANGE

Fuller's in-depth investigation with *The New York Times*, **The Brutality of Sugar: Debt, Child Marriage, and Hysterectomies**, exposes the exploitation of Indian women sugarcane harvesters in Maharashtra, where corrupt officials enable forced labor that drives young girls into illegal child marriages and women into unnecessary hysterectomies.

Our reporting triggers immediate response: the U.S. Department of Labor adds Indian sugarcane to its list of commodities made with forced labor, PepsiCo and others promise investigations, and Coca-Cola meets with Indian officials and suppliers. Concrete industry changes soon follow: Dalmia Bahrat Ltd., one of India's leading sugar producers, institutes health screenings for employees, and Bonsucro, a global governance group promoting sustainable sugar cane, creates a human rights task force initially focused on addressing coerced hysterectomies.

Photos by Saumya Khandelwal for *The New York Times*



NEW RULES TO TRANSFORM CLIMATE ECONOMY

Following a Fuller Project story that revealed women have been systematically excluded from the booming alternative energy sector, the Biden Administration proposes new rules that could transform the participation of women and other underrepresented groups in the construction industry by requiring monthly disclosure of demographic data on federally funded projects, addressing the stark imbalance where women comprise only 31% of the clean energy workforce.



DECISION MAKERS TAKE NOTICE: GLOBAL GAG RULE REPORTING

The Global Cost of the U.S. Anti-Abortion Movement shows how U.S. policies touted to reduce abortions have instead driven up their numbers, leading to tens of thousands of maternal deaths, the majority in the Global South. Our reporting is amplified by the International Center for Research on Women, the Journalism & Women's Symposium, MSI Reproductive Choices and KALW's Your Call. Co-published with *The New Republic*, Republished in *Ms. Magazine*.

Photo top Courtesy GRID Alternatives

Photo middle by Jonathan Torgovnik for The Hewlett Foundation/Reportage by Getty Images

Photo bottom by Donwilson Odhiambo/SOPA Images/LightRocket via Getty Images

Catalyzing Change – 2024 Impact



FDA PUSHES MEDICAL TECHNICAL COMPANIES TO ADDRESS GENDER GAPS

Following Fuller's investigation into **Why Heart Disease Research Still Favors Men**, the FDA begins pushing medical technology companies to consider sex and gender differences in device testing and research design. Co-published with *TIME*.



CONGRESS ACTS ON FLAWED VA SUICIDE PREVENTION ALGORITHM

The Fuller Project reveals that an AI program used by the U.S. Department of Veterans Affairs to prevent suicides favors white men and largely ignores sexual violence, despite the fact that female veteran suicides rose 24% between 2020 and 2021, four times the increase among men. Following the story's publication, Veterans Affairs Committee Chair Senator Jon Tester (D-MT) introduces legislation requiring the VA to overhaul the algorithm, and the VA begins adding sexual trauma to the AI's risk factors to better reflect women's experiences.

U.S. BANS IMPORTS AFTER OUR FACTORY ABUSE EXPOSÉ

In response to the use of forced labor, U.S. Customs and Border Protection bans imports from Asli Maydi, the operator of a Somaliland frankincense factory that was the focus of a Fuller Project investigation last year. The initial report, co-published with *The Guardian*, uncovered health problems, underpayment, and sexual assault, prompting doTERRA, the U.S. wellness company supplied by the factory, to suspend operations in Somaliland and investigate the claims. The nearly 300 women left jobless by the shutdown banded together to create a women-led workers' collective, earning nearly five times their previous salary.



Photo, top left by FatCamera/GETTY IMAGES

Photo, bottom left Courtesy of Paulette Yazzie

Photo, above Courtesy of Beeyo Maal Cooperative



BOTSWANA'S 'ETHICAL' DIAMOND INDUSTRY FACES RECKONING

A Fuller investigation digs beneath the surface of Botswana's diamond business, long held up as an exemplar of "ethical" diamond production, in a report co-published by *New Lines Magazine*. The partnership between Botswana's government and global mining giant De Beers has brought prosperity to the country, but the report finds thousands of women diamond polishers employed by trusted De Beers partners called "sightholders" are laboring in hazardous conditions, for little pay, without protective equipment, and are sometimes subjected to sexual misconduct. The exposé kicks off a reckoning: De Beers launches an investigation, and one of the sightholders named in the story halts boiling (a process that exposes workers to harmful chemicals), promises to provide proper protective gear to employees, and says it is launching an independent investigation into the allegations of sexual harassment and assault.

Photo, top by Olivier Polet/Corbis via Getty Images

Photo, middle left by Per-Anders Pettersson via Getty Images

Photo, middle right by Monirul Bhuiyan/AFP via Getty Images

2024 Reporting

Gaza's Widows Are Fighting for Their Families' Lives Ruwaida Amer and Neha Wadekar, co-published with *Foreign Policy*

Iran's New—Even Worse—Hijab Era Has Begun Tooba Moshiri (pseudonym of a journalist in Iran) and Saqi Nassiri (pseudonym of a journalist in Iran), co-published with *Foreign Policy*

'We're waving our white flag': What physicians say they need from the U.S. to stop syphilis spread Erica Hensley, The Fuller Project

The Global Cost of the American Anti-Abortion Movement Jodi Enda, co-published with *The New Republic*

Nearly Three Decades of Data on Women in Construction is Missing — Here's How That Could Change Hanisha Harjani, The Fuller Project

The Brutality of Sugar: Debt, Child Marriage and Hysterectomies Qadri Inzamam and Megha Rajagopalan, co-reported and co-published with *The New York Times*

Natural disasters raise risk of domestic violence Lisa Woelfl, Greg Morton, and Jessica Klein, co-published with *The Texas Tribune* in collaboration with the Howard Center for Investigative Journalism at the University of Maryland

Mona Polacca: leading with the heart in a time of climate change Christine Trudeau, The Fuller Project

New Hope for Pakistan's Mistreated Workers Louise Donovan, co-published with *Foreign Policy*

Why Heart Disease Research Still Favors Men Maggie Fox, co-published with *TIME*

New federal report calls out clinical trials for excluding pregnant women Erica Hensley, The Fuller Project

Fast fashion is one of the world's most polluting industries. Its global workforce is paying the price. Louise Donovan, Albert Oppong-Ansah, and Snigdha Poonam, co-published with *Grist*

'My community is still dying' — How the dearth of Black women in clinical research worsens health disparities Erica Hensley, The Fuller Project

Artificial Intelligence: Veteran Suicide Prevention Algorithm Favors White Men Aaron Glantz, co-published with *Military Times* and *Military.com*

East Africa's second-hand clothes markets – a major source of work for women – are under threat Allan Olingo and Kabona Esiara, co-reported with *Nation* and co-published with *Foreign Policy*

How the latest abortion case in front of SCOTUS worries maternity-care advocates Erica Hensley, The Fuller Project

The Supreme Court Upholds Access to Mifepristone Amid Ongoing Abortion Rights Battle Jodi Enda, The Fuller Project

East Africa's Finance Bills deal heavy blow to women's wallets Allan Olingo, co-published with *Nation*

BBC Tea exposé: Lobby groups want alleged abuser out of tea board elections Allan Olingo, co-published with *Nation*

Born still, in legal and medical limbo Erica Hensley, The Fuller Project

Suppliers to top essential oil brand left unpaid and afraid after abuse inquiry Rachel Fobar, co-published with *The Guardian*

The Feminist Fight for Gender Equity: Lisa Ann Walter and Advocates Renew Push for ERA Ahead of 2024 Elections Jodi Enda, co-published with *Ms. Magazine*

This Election, It's Women's Choice Jodi Enda, co-published with *Ms. Magazine*

The Increasingly Front-Line Role of Ukrainian Women Abbie Cheeseman, co-published with *Foreign Policy*

In This Debate, a Woman Was the “Bigger Man” Jodi Enda, co-published with *Ms. Magazine*

Will young women be her superpower? Jodi Enda, co-published with *Ms. Magazine*

A Conservative Blueprint Calls for More Abortion Surveillance Maggie Fox, co-published with *Ms. Magazine*

A Second Trump Presidency Could be Deadly for Women Overseas Jodi Enda, co-published with *Ms. Magazine*

Diamonds Brought Prosperity to Botswana. Women Workers Are Paying A Heavy Price. Louise Donovan, co-published with *New Lines Magazine*

How Climate Change is Hitting Kenyan Girls’ Education Stephen Oduor and Allan Olingo, co-published with *Nation*

Why Politicians Ignore Abuses in India’s Sugar Industry: They Run It Qadri Inzamam and Megha Rajagopalan, co-published with *The New York Times*



Photo by KHEM SOVANNARA/CAMBODGE SOIR/AFP via Getty Images

‘Nowhere Is Safe’ – The Migrant Domestic Workers Abandoned In Lebanon Louise Donovan and Allan Olingo, The Fuller Project

Heyday or Headwinds? Medical Research for Women is in the Balance in November Maggie Fox, co-published with *Ms. Magazine*

U.S. blocks imports from former doTERRA frankincense supplier over forced labor Rachel Fobar, The Fuller Project

A Trump Victory Could Reinvigorate Global Anti-abortion Pact Jodi Enda, co-published with *Foreign Policy*

Harris Supporters Urge Women to Vote Their Consciences Jodi Enda, co-published with *Ms. Magazine*

America’s Anti-abortion Business is Booming in Africa Neha Wadekar, co-published with *Foreign Policy*

Sexism in politics: It’s the same old story Jodi Enda, co-published with *Ms. Magazine*

Women Support Harris, but the American Presidency Remains a Male Bastion Jodi Enda, co-published with *Ms. Magazine*

“This is our fight” – Kenyan healthcare providers brace for Trump presidency Allan Olingo and Louise Donovan, The Fuller Project

To Quit Their Jobs, Sugar Workers Risk Kidnapping, Assault and Murder Saumya Khandelwal, Qadri Inzamam, and Megha Rajagopalan, co-published with *The New York Times*

‘Shattered hopes’ – Afghan women react to the Taliban’s ban on medical studies Zahra Joya, co-published with *Rukhshana Media*

Mexico’s Grassroots Pro-Choice Insurgency Gina Jiménez, co-published with *Foreign Policy*

Republicans Take Aim at Subsidies that Help Millions of Women Maggie Fox, co-published with *The Guardian*

Financials

INCOME	2024
The Gates Foundation	939,756
The Schmidt Family Foundation	240,000
The Ford Foundation	225,000
Humanity United	190,000
Nation Media Group	186,666
The David and Lucile Packard Foundation	175,000
The Horace W. Goldsmith Foundation	150,000
Foundation Support under \$100K	192,333
Individual Donors	206,236
Other Income (Interest, Earned Revenue)	90,545
Total Income	\$2,595,536

EXPENSES	2024
Editorial Salaries and Benefits	1,097,380
Editorial Expenses	301,217
Communications Salaries and Benefits	378,551
Communications Expenses	127,401
Administration Salaries and Benefits	437,583
Administration Expenses	320,531
Fundraising Salaries and Benefits	429,397
Fundraising Expenses	116,498
Total Expenses	\$3,208,558

**Income is shown in an annualized view to align use of contributions with 2024 expenditures.*

Funders

The Fuller Project is generously funded by a diverse group of supporters who share our commitment to expert journalism about women and the issues that shape their lives. Their support enables us to undertake lengthy investigations, track long-term trends, and keep telling the story even when most of the media headlines have moved on. We are deeply grateful to all of our supporters.

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Frances Webb
Judy Weiss
Marissa Wesely
Williams and Connolly LLP
Elizabeth Yntema
Anonymous (10)

Awards

JOURNALISM AWARDS

“India has made remarkable progress cutting maternal deaths. Could climate change pose a threat?”

Cheena Kapoor | The Fuller Project and *Scroll*

[Jury Appreciation Citation, 2024 Laadli Media and Advertising Awards for Gender Sensitivity](#)

“California Dreaming” series on economic opportunity and precarity among California women

Katharine Gammon, Hanisha Harjani, Sarah McClure, and Carly Stern | The Fuller Project and *The Guardian*

[Finalist, 2024 Online Journalism Award](#)

“Climate change puts more women at risk for domestic violence”

Shetty, Geoffrey Ondieki, and Aie Balagtas See | The Fuller Project, *The Washington Post*, and *Nation*

[Winner, 2024 Covering Climate Now Award, Health category](#)

“‘There’s no support’ — Undocumented and unemployed in pandemic-era California”

Yusra Farzan | The Fuller Project and *The Guardian*

[Winner, 2024 LA Press Club SoCal Journalism Award, Public Service News/Feature category](#)

“‘This War Made Him a Monster.’ Ukrainian Women Fear the Return of Their Partners”

Jessie Williams | The Fuller Project and *TIME*

[Finalist, 2024 Livingston Awards](#)

“Somaliland’s Frankincense Brings Gold to Companies. Its Women Pay the Price.”

Rachel Fobar | The Fuller Project and *The Guardian*

[Finalist, 2024 Livingston Awards](#)

“Afghan women take their own lives as despair grows under Taliban rule”

Zahra Nader | The Fuller Project and Afghanistan’s *Zan Times*

[Finalist, 2024 Livingston Awards](#)

[Finalist, 2024 Canadian Association of Journalists & Journalists for Human Rights Award](#)

[Longlisted, 2024 One World Media Print Award](#)

“‘Women bear the biggest brunt of climate change,’ says climate scientist Susan Chomba”

Neha Wadekar | The Fuller Project and *The Guardian*

[Longlisted, 2024 One World Media Women’s Solutions Reporting Award](#)

“The Brutality of Sugar: Debt, Child Marriage and Hysterectomies”

Qadri Inzamam and Megha Rajagopalan | The Fuller Project and *The New York Times*

[Winner, 2025 Overseas Press Club Awards, Joe and Laurie Dine Award](#)

(best international reporting in any medium dealing with human rights)

VIDEO & MULTIMEDIA AWARDS

An Investigation Uncovering Sexual, Physical Abuse Prompts Change

[Winner, 2024 Gold Anthem Award](#)

2022 Impact | The Fuller Project

[Winner, 2024 Silver Anthem Award](#)

A Deep Dive Into the Earned Wage Access Industry That Targets Women

[Honorable Mention, 2024 Gracie Awards](#)

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Jodi Rudoren
Stacey Samuel
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Support Us

Our vision is to catalyze positive change for women and their communities through groundbreaking reporting that exposes injustice, changes policies, and shifts practices. If you share our goal, we ask you to consider making a gift to The Fuller Project to support our work.

Donate now through our secure site at
FullerProject.NetworkForGood.com

or send a check made out to:

Fuller Project for International Reporting
7920 Norfolk Avenue, #310
Bethesda, MD 20814

The Fuller Project is a 501(c)3 non-profit organization and all contributions are fully deductible within the limits of the law. Tax ID: 81-1175253

For questions about supporting our work, please email Elaina Di Monaco at
edimonaco@fullerproject.org.





Photo by Jonathan Torgovnik/Getty Images

Groundbreaking Reporting On Women

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