“What you have first is your courage. You may lean against it, it will hold you up.”

—Maya Angelou

2014–15 Annual Report

Athena
ATHENA CENTER FOR LEADERSHIP STUDIES AT BARNARD COLLEGE
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A Message from the Director

It has been a banner year. I cannot tell you how gratifying it is to watch the Center grow, developing successful models for changing the face of leadership in so many arenas. Watching Barnard students contribute their creativity to the world motivates me every day. I am confident that our programs provide them the support and confidence they need to take the world by storm. I am particularly proud of this year’s senior class of Athena Scholars and the Athena Distinguished Fellows who have added gravitas to our programming.

In February, we celebrated the fifth anniversary of the Athena Film Festival. We were honored to walk the red carpet with the legendary Jodie Foster, as well as Rosie O’Donnell, Sheila Nevins, Gina Prince-Blythe, Cathy Schulman, Dylan McDermott and more. Nearly 5,000 film fans watched extraordinary films that told inspiring stories of women leaders. Our workshops for filmmakers, intriguing panels and Q and A sessions with illustrious guests made for just the right combination of substance and glam.

Our leadership development program has been doing groundbreaking work developing new surveys and training methodologies that are both increasing the capacity of women to lead and changing the culture within the corporate sector to ensure support for women at the highest levels.

Entrepreneurs@Athena, our ambitious program to level the playing field for women entrepreneurs, has continued to grow, serving both Barnard students and women business owners from New York’s Silicon Alley. From our summer boot camp for high school students to the launch of the Athena Digital Design Agency, where Barnard students learn to code and develop websites for neighborhood organizations, women are learning leadership skills they will carry with them throughout their lives. This year, we also launched the Athena Pledge, a well-received campaign that asks incubators and accelerators to accept at least 33% women-led startups by 2017.

Many thanks to the exemplary team of staff, fellows and consultants, dedicated members of our Advisory Board and Leadership Council, wise faculty advisors, and our stellar students. Your energy, vision, and financial contributions to our work is greatly appreciated. I look forward to working together to advance women’s leadership for years to come.

Kathryn Kolbert
Constance Hess Williams ’66 Director
The Athena Center for Leadership Studies
Established at Barnard College, a pioneering force in undergraduate women’s education since 1889, the Athena Center is dedicated to the advancement of women’s leadership across the globe. We are developing workable, scalable models that improve the capacity of women to lead and that change organizations so that women leaders are more accepted and effective. Our innovative programs

• develop new generations of women leaders, particularly among Barnard students;
• create innovative approaches to leadership development in the private and public sector;
• level the playing field for women entrepreneurs;
• change what leadership looks like in Hollywood and beyond; and
• foster scholarship and public dialogue that expands our understanding of leadership.

Launched as a special initiative of Barnard President Debora Spar, Kathryn Kolbert, the Constance Hess Williams ’66 Director, joined as its founding director in fall 2009. Since then, the Center’s talented team has provided a wide range of education, research, professional development, and public education programs.

WHY ARE WE COMMITTED
to creating a bold, new vision of leadership? It is simple. With more women leaders, we change society’s understanding of what leaders look like, how they operate, and how they respond to social, political, and economic needs. With more women leaders, communities and organizations will be more innovative, productive, and successful. And with more women leaders, the aspirations of women and girls around the world will rise.
Developing a New Generation of Women Leaders

ATHENA SCHOLARS ENROLLMENT AT ALL-TIME HIGH

During the 2014-2015 academic year, enrollment in the Athena Scholars Program reached an all-time high, with over 225 students participating in the program. Over a three year period, Athena Leadership Scholars commit to a rigorous curricular and experiential program that features five academic courses, three leadership development workshops, and a pre-professional practicum. They also are offered opportunities that deepen their understanding of their own leadership abilities and foster their involvement with a wider community, both within Barnard and beyond.

All of these lessons and experiences serve as a foundation for our Senior Scholars when constructing and implementing their senior social action project. Based on the student’s passion to contribute to the greater good, Scholars create a social service, advocacy, or entrepreneurial project with a community partner. Students present their projects to their peers, obtain both positive feedback and critical response, and then work collaboratively in teams to improve the effectiveness of their projects.

Forty-two seniors successfully completed their social action projects this year. For example, Anna Dydzuhn was horrified to learn that interns in forty-five states do not have legal protection against sexual harassment like they do in New York state. After Anna met with members of the New York Congressional delegation, Congresswomen Yvette Clark and Grace Meng agreed to introduce federal legislation to protect interns from sexual harassment. Another student, Abigail Pope-Brooks, drew upon her experience as a Chinese-American adoptee to create her social action project. As part of the first big wave of Chinese girls adopted in the United States in the 1990s, Pope-Brooks dealt with prejudice and ignorance when it came both to her ethnic/racial identity as well as her international adoptee status. Through the creation of the Big Sister Babysitting Program, she formed a supportive community for Chinese American adoptees by connecting college and high school adoptees with younger adoptees. Within the first month, over 30 students signed up to babysit, and close to 20 families have used these babysitters for their young children. Many of the students plan to continue their projects or develop their projects into a job following graduation.

This year, Athena launched an online program to foster real-time assessment and reflection for those completing a pre-professional internship. Piloted in the summer and run again in the fall and spring semesters, students participate in an engaging 10-week online program that encourages them to reflect on their experiences, suggests on-site challenges (like asking a supervisor for coffee), and provides informal support groups.
LEADERSHIP LAB WORKSHOPS INTRODUCE STUDENTS TO A WIDE RANGE OF LEADERSHIP SKILLS

Open to all Barnard students, this year Athena Leadership Lab workshops enabled students to explore and practice leadership skills. Taught by professionals in their fields, these 25 interactive workshops provided hands-on training based on the Athena CORE10™, a set of leadership attributes and skills that are particularly important to women: ambition, vision, courage, communication, entrepreneurial spirit, leverage, collaboration, negotiation, resilience, and advocacy. The Leadership Lab sessions include opportunities to network with others and share secrets of success in an informal setting.

Over 400 students attended the workshops, with the majority taking more than one. The bulk of students participating were seniors (34 percent), followed by sophomores (29 percent), juniors (17 percent), and first years (20 percent). The Leadership Labs were well-received, with 93 percent of respondents describing the content of the Labs as “excellent” or “very good.”

This year, we also expanded our partnerships across campus, working with Barnard’s Residential Life and Housing to deliver skills-based workshops to students participating in the First Year and Senior Experience programs and with the Career Development Office at a retreat for Student Government Association members.

EMILY JONES ’17 is a rising junior who has attended a broad array of Leadership Lab workshops on negotiation, resilience, and advocacy. She reports that the Leadership Labs have prepared her for the day-to-day task of being a leader as well as empowered her to effectively contribute her talents and skills to the world at large. Emily adds:

“The Leadership Labs have contributed greatly to my process of self-discovery and personal growth… By identifying my own weaknesses and challenging myself to take labs on topics outside of my comfort zone, I have learned about my own potential as a leader and realized both the professional and personal value of my past experiences. In the Power of Storytelling lab, I saw my recounting of my path to loving my body inspire the other women in the room, creating connections among near strangers.”
SUMMER FELLOWSHIPS ENABLE STUDENTS TO DEVELOP LEADERSHIP SKILLS IN THE WORKPLACE

In 2014, the Athena Center offered four fellowship programs: The Athena Summer Fellowship Program, the Williams Program for Women in Politics, the Non-Profit Leadership Summer Fellowship, and a summer fellowship created in partnership with Columbia University’s Harriman Institute. Through these opportunities, 15 students gained insight on leadership styles and strategies in the public and private sectors, developed personal leadership and professional skills, and created support networks with young female professionals. The 2014 summer fellows interned in such places as the American Natural History Museum, the BBC, and the Mayor’s Office, lived together on campus and met regularly with the Athena Center Director to reflect on their experience.

Athena’s partnership with Columbia University’s Harriman Institute sent Athena Scholar ANASTASIA RAAB to Romania for eight weeks. There, she worked for the country’s first organization dedicated to women’s rights, meeting with several prominent women in business and politics, including Romanian Minister of Finance Ioana Petrescu. She returned, excited about the ability to put her leadership skills to work and confident that the experience cemented her passion to work in women’s international leadership and political development.
On Our Terms: the Undergraduate Research Journal of the Athena Center, published its third edition this spring. The Journal continues to receive submissions from college students around the globe, as well as work with engaged faculty reviewers in setting high standards for the Journal’s research and writing.

Created to provide a venue for undergraduates to express their vision of women’s leadership and to recognize their scholarship, this year’s Journal offered articles from students attending University of Toronto, Arizona State, Rutgers, and Barnard. Essay topics range from Jewish women in German feminist organizations to concepts of beauty in China to the men’s rights movement. Thanks to Mark Newton, Leyla Williams, and Rebecca Kennison at the Center for Digital Research and Scholarship, Columbia University Libraries and Heidi Winston and Lisa Norberg at the Barnard Library for help on the Journal.
The Distinguished Fellows Program brings to campus renowned leaders from the most senior levels of the private and public sectors. Our Distinguished Fellows, each of whom have a demonstrated commitment to the advancement of women, share their expertise and experience with the Barnard community. This year, the Fellows presented at the Athena Film Festival, Power Talks and TedX Barnard College, met with students in Athena’s Senior Seminar and Women and Leadership classes, and developed programs that advance leadership. The Fellows, who serve for two year overlapping terms, include:

2014-2016 Class

Linda Basch
The former President of the National Council for Research on Women (now Re:Gender), a network of more than 100 leading academic research, policy and advocacy centers, Basch has held diverse leadership positions in higher education, at the United Nations, and in the non-profit sector. An anthropologist, she has written numerous books and articles for scholarly journals, been featured in major media outlets, and has served as an Advanced Leadership Fellow at Harvard. Her next chapter includes executive coaching to high potential leaders.

Sallie Krawcheck
As a senior corporate executive and research analyst, Krawcheck spent years as the guardian of such brands as Smith Barney, Merrill Lynch, U.S. Trust and Sanford Bernstein. She is currently the owner of the Ellevate Companies, a network of 34,000 professional woman across the globe. Recently Ellevate Asset Management has partnered with Pax World to launch the Pax Ellevate Global Woman’s Index Fund, which invests in the 400 highest-rated companies in the world for advancing women.

Angela E. Oh
Currently serving as an Attorney Mediator with the California Department of Fair Employment and Housing, Oh gained national prominence in 1992 as a mediating force for Asian Americans during the Los Angeles riots. In 1996, she was appointed by President Bill Clinton as one of seven Advisory Board Members to the President’s Initiative on Race, which was charged with engaging the nation in an unprecedented dialogue on race relations. Oh, whose lectures have taken her across the globe, is also an ordained Zen Buddhist priest.

Jeanne M. Sullivan
A Co-Founder of StarVest Partners which was created in 1998 with $400 million under management, Sullivan has spent 30 years in the technology sector providing extensive operating and investing experience to technology companies. Sullivan serves on the board of the New York Venture Capital Association and as an advisor for many organizations that “fund and fuel” women entrepreneurs. Forbes Magazine cited Sullivan as “one of the women VCs changing the world – grooming the next generation of female entrepreneurs”.

DISTINGUISHED FELLOWS PROGRAM BRINGS RENOWN LEADERS TO CAMPUS
Jimmie Briggs
A human rights activist, journalist and scholar, Jimmie Briggs founded the Man Up Campaign, a global initiative for mobilizing young people to stop violence against women and girls. For his work, Briggs was selected as the winner of the 2010 GQ magazine’s “Better Men Better World” search, and was the recipient of Barnard’s Medal of Distinction in 2013.

Leymah Gbowee
2011 Nobel Peace Laureate, Liberian peace activist, and President of the Gbowee Peace Foundation Africa, Gbowee joined Barnard College as its inaugural Distinguished Fellow in Social Justice and as a Fellow in Residence at the Athena Center. A trained social worker and women’s rights advocate, Gbowee’s leadership of the Women of Liberia Mass Action for Peace played a pivotal role in ending Liberia’s civil war in 2003. Her story is chronicled in her memoir, Mighty Be Our Powers, and in the documentary, Pray the Devil Back to Hell.

John Gerzema
A pioneer in the use of data to help companies adapt to new demands, Gerzema is the co-author of The Athena Doctrine: How Women (And the Men Who Think like Them) Will Rule the Future, which reached #2 on the New York Times Best-Seller List. As Chief Insights Officer at Young & Rubicam, he oversees the world’s largest database of brands and consumer behavior and studies social change and its impact on business, society, and the economy.

Marie C. Wilson
A feminist leader and social entrepreneur, Wilson is the Founder and President Emerita of both The White House Project and the Ms. Foundation for Women. She was a co-creator of Take Our Daughters and Sons to Work Day® and the author of Closing the Leadership Gap: Add Women, Change Everything, among other titles. Wilson has been profiled extensively in the national media and has received four honorary doctorates.
Creating Innovative Approaches to Leadership Development

In the past year, the Athena Center has developed and delivered customized programs for a range of clients that not only increase the leadership capacity of talented women, but also generate insights about how workplace culture, policies, and internal dynamics affect women’s advancement. These insights inform our recommendations about ways to improve leadership development programming and create the culture that supports a robust pipeline of women leaders at all levels in the organization.

*The Athena Edge*, our structured approach to leadership development, includes an omnibus survey, generating employee insights, customized training for women leaders, and a report to senior management providing rich and actionable recommendations. This year, we partnered across the five Hershey companies and with Prudential Investment Management on *Athena Edge* programs.

Based on the tremendous feedback we’ve received on the value of the insights generated from our *Athena Edge* program, we also have begun to offer our leadership survey as a stand-alone product. With the *Athena Assessment*, our clients can measure the perceptions of women employees, comparing the women’s own view of their talents and capacities with the qualities senior leaders desire. The assessment also measures how women use internal networks and other resources for career advancement and ways that the culture of the workplace helps or hinders women’s advancement. We partnered with The Women in Energy Program at Columbia SIPA’s Center for Global Energy Policy to field *The Athena Assessment* among their members. In doing so, we identified how the organization and companies in the energy and energy-related sector can best prepare women for leadership and create environments that attract, advance, and retain women.

The growing database of responses to our *Athena Assessment*, the feedback from our *Athena Edge* programs, and our continued synthesis of the latest research on women in the workplace has enabled us to identify a core set of leadership learning modules that resonate both broadly and deeply. We have begun to make these workshops available to clients and partners to embed in their ongoing programs. Athena leadership workshops offered by Novartis Oncology, as part of Career Month, and Barnard Alumnae Affairs, as part of Reunion Weekend, met with rave reviews and we hope to expand these offerings as we move forward.
“Working with the Athena Center for Leadership was a turning point for our Women of Hershey Conference. The best way to describe the 4 prior events was to say that they were “home grown” by a Committee of hard-working individuals striving to bring the Hershey entities together for a day of learning, networking. This year, we challenged ourselves to take it to the next level. We created a Conference with focused content based on data gathered from participants thru a pre-survey. We then conducted post-research to determine how effectively the customized content delivered on that need, enabling us to track the ROI of resources (time, energy, money) for the conference—data-driven decision making at its best.”

—Kim Schaller
Entrepreneurs @Athena is an innovation lab within the Athena Center that provides a wide range of programs designed to level the playing field for women entrepreneurs—both Barnard students and entrepreneurs across the globe. From our Entrepreneurs-in-Training Summer Boot Camps to Leadership Labs on entrepreneurship to the Athena Digital Design Agency, Entrepreneurs@Athena has created innovative models that measurably help female entrepreneurs.

SPARKING AMBITIONS AND ENTREPRENEURIAL SPIRIT

High School Programs: Last summer, the Athena Center created two 11-day intensive summer programs for high school students that focus on entrepreneurship. In collaboration with the Barnard’s Office of Pre-College Programs, we developed Entrepreneurs-in-Training for 21 juniors and seniors from across the globe. The program guided teens through the development of an idea, customer research, product design and development, and marketing. At the conclusion of the program, the students pitched their product to successful leaders in the start-up community.

Our second program, The Girl Scout Leadership Institute—NYC, a partnership with the Girl Scouts of Greater New York, was designed to help Scouts in grades nine through 12 unlock their leadership potential. Scouts started the Institute in the summer and continued their participation throughout the school year. Last summer, 37 scouts were exposed to core entrepreneurial concepts, as they designed their own socially responsible ventures, and worked together in teams to develop the products, marketing plans, and financials. They also visited start-ups across the city and pitched their plans to respected investors from the start-up sector at the conclusion of the sessions. During the school year, the Institute included leadership workshops that expose young women to dynamic role models and committed mentors. Athena hosted both the summer intensive training and several spring workshops.

BUILDING CAPACITY TO LEAD AND GROW VENTURES

Strategic Partnerships: Throughout the year, the Athena Center opened opportunities for Barnard students and women entrepreneurs to learn about entrepreneurship and participate in forums, conferences, lectures from distinguished entrepreneurs. These included our Leadership Labs on how to launch a
CHANGING THE ECOSYSTEM AND EQUALIZING ACCESS FOR WOMEN ENTREPRENEURS

This year, Entrepreneurs@Athena concentrated on developing two programs that will ensure that women have the skills to become entrepreneurs and will help ensure that the ecosystem, particularly accelerators and incubators are more hospitable to women.

Founded in 2014, the Athena Digital Design Agency (ADDA) was created as a way to simultaneously furnish students with technology training alongside tangible entrepreneurial experience. Since its inception, ADDA has made huge strides forward, graduating 4 introductory classes that have trained 116 young women in introductory coding (HTML and CSS). Twenty-five of these students have gone on to take a more advance course and 45 of them have joined the student-run agency which launched quietly in spring 2014. The agency will design and build websites and apps for small businesses and non-profits, earning income for students, giving them experience running a business and providing a much needed service. Practical, efficient, and tailored to the modern college student, ADDA is a perfect example of how women can learn coding skills, immediately apply them in the real world, and get paid for their talent.
The Athena Pledge: Also this year, Entrepreneurs@Athena launched The Athena Pledge, an advocacy campaign that seeks to increase the number of women-led startups in incubator and accelerator programs around the country. Since its launch, The Pledge has been featured in CNN Money, signed by numerous accelerators (including 500 Startups and DreamIt Ventures), and endorsed by key players in the tech world.

Other Advocacy Efforts: This past June, Senator Kirsten Gillibrand introduced The STEM Gateways Act to provide funding through the U.S. Department of Education to help schools implement rigorous STEM academics, with a focus on reaching underrepresented groups. Entrepreneurs@Athena co-Founder Nathalie Molina Niño worked alongside startup and tech veteran Christina Wallace to rally major influencers in the tech industry to support the legislation. Their efforts included a co-written OpEd featuring Jordyn Simmons, a rising junior at Barnard majoring in Computer Science, who was the only female and sole African American in her high school AP CS class. The TIME.com article highlighted Jordyn’s journey of being wrongly accused of cheating after having received an A+ on her midterm exam as a tangible example of a cultural trend that disincentivizes female participation in technology.
Changing What Leadership Looks Like
Athena Film Festival: Creating a More Inclusive Vision of Leadership

The fifth annual Athena Film Festival, held February 6–9, 2015, was a true standout this year. This engaging weekend of films and panels that highlighted women’s leadership in real life and the fictional world attracted an audience of nearly 5000 people from the NYC region and beyond. The festival included 33 feature-length narratives, documentaries, shorts, and works-in-progress, in addition to interactive panels and master classes. We partnered with 35 organizations to ensure that we attracted diverse audiences and over 200 volunteers helped us welcome them to Barnard.

Here are some of our favorite highlights from this year’s celebration of women and leadership:

**Inspiring Award Winners:** The Laura Ziskin Lifetime Achievement Award was presented to the legendary Jodie Foster on the opening night of the festival. Jodie joined us at the President’s reception, walked the red carpet, and delivered inspiring words about the importance of women directors.

During the ceremony, co-chair Debra Martin Chase presented an Athena Award to producer Cathy Shulman (Crash, The Illusionists) and producer/director, Susan Fales-Hill presented an award to director Gina Prince-Bythewood (The Secret Life of Bees, Beyond the Lights). Comedienne Rosie O’Donnell capped the evening when she presented the President’s Visionary Award to Sheila Nevins, President of HBO Documentary Films. And we announced the 2015 Athena List awards that recognizes exceptional scripts featuring women leaders. We can’t overstate the energy and excitement in the room.

**Great Movies:** This year, the festival included a wonderful lineup of films and a host of directors, producers, and film subjects who joined us for Q & A sessions.

- The opening film, Dreamcatcher, was an inspiring portrait of Brenda Myers-Powell, a former Chicago prostitute who helps women and teenage girls break the cycle of sexual abuse. Kim Longinotto, a British documentary director, introduced her film via Skype. Following the movie, Brenda along with Sharita Parker, a woman she has helped, and producer Lisa Stevens, joined us for a Q & A session.

- Athena Director Kathryn Kolbert interviewed preeminent choreographer, Twyla Tharp.

- Filmmaker Rex Miller joined an enthusiastic audience following the screening of Althea, a documentary about the trailblazing athlete, Althea...
Gibson, and her experiences in the highly segregated world of tennis.

- Transgender activist **Kate Bornstein** joined a lively crowd for a Q & A following the documentary based on her life, *Kate Bornstein is a Queer and Pleasant Danger*.

- **Rosie O’Donnell** attended the world premiere of HBO’s new documentary, *Rosie: A Heartfelt Stand Up*, about her comedy and recent heart attack. Following the screening, Rosie was joined by a panel of physicians to launch a new public education campaign about heart disease, the leading cause of death among women.

- Writer, Director and Athena Award winner **Gina Prince-Bythewood** attended a screening of her film, *Beyond the Lights*. The film met critical acclaim from festival fans who were riveted to their seats as Gina talked about her passion for filmmaking.

- We closed the Festival with a screening of *Difret*, a powerful feature film about a young girl who is abducted into marriage and shoots her kidnapper in self-defense. We were thrilled that the director and producer and their young family participated in a Q&A following the film.

Panels and Workshops: Throughout the weekend, there were a host of panels and workshops for filmmakers from a panel on cinematography to a guide to successful crowdfunding to a workshop with the Film Fatales. Both director Gina Prince-Bythewood and producer Cathy Schulman conducted master classes for filmmakers with overflow crowds. And Melissa Silverstein led a discussion on Reimagining Gender Diversity. There was also a wonderful Works-In-Progress program where three filmmakers shared clips of their work and got feedback from industry experts.
Media Coverage: The festival received significant media coverage from such publications as the Wall Street Journal, Variety, Hollywood Reporter, RogerEbert.com, the New York Times, and numerous other publications. Access Hollywood caught Rosie on the carpet and Rosie even mentioned us on The View. Social media was buzzing with hundreds of mentions on Twitter, in blogs, and Facebook postings. In all, the 2015 Festival garnered over 1.5 billion media impressions. An article in the Hollywood Reporter includes a great summary of everyone’s remarks and one in Entertainment Weekly reported on the Athena List winners, who were announced during the gala.

Many, Many Thanks: We were thrilled to have the an illustrious group of festival Co-Chairs: Amma Asante, Julie Parker Benello, Debra Martin Chase, Dan Cogan, Diane Levin, Jon Levin, Regina K. Scully, and Rachel Weisz, and a diverse group of festival sponsors, honorary host committee members, and in-kind contributors. Many thanks to the festival’s Founding Sponsor, Artemis Rising Foundation, Regina K. Scully, Founder & CEO, the premiere level sponsor, the Ford Foundation’s JustFilms, and the numerous companies, foundations and individuals who have contributed their time and financial resources to the festival. A complete list of all sponsors and donors is listed on page 34.

Save the Date: Next year’s festival will be February 18-21, 2016.

Athena Film Festival Goes Global: Throughout the year, Artistic Director Melissa Silverstein participated in a variety of events to introduce people to the Athena Film Festival as well as advance the important issues surrounding gender and leadership in the film business. She moderated panels at the Berlin Film Festival and the Cannes Film Festival. She was also a film envoy for the U.S. State Department in a seven day, three cities tour of India. She traveled with the director Frieda Mock, using Mock’s film Anita (which was presented as a special VIP screening at the Athena Film Festival) to begin conversations about sexual harassment and sexual assault.
Fostering Public Dialogue on Leadership Worldwide

At our many events throughout the year, Athena challenged cultural stereotypes of leaders and showcased a new vision of leadership that is inclusive of women.

**Women Changing the World 2015:** Barnard’s Global Symposium—which since 2009 has gathered women leaders in Beijing, Dubai, Johannesburg, Mumbai, Sao Paulo, and Shanghai—was held in New York City this year in celebration of the College’s 125th Anniversary. On March 13, President Debora Spar and the Barnard community welcomed Queen Noor of Jordan; Nobel Peace Prize Winner and Athena Distinguished Fellow, Leymah Gbowee; CARE USA CEO Helene Gayle ’76; President of the Goldman Sachs Foundation and Founder of 10,000 Women Dina Powell and more than a dozen other women leaders from around the world.

In a series of discussions addressing Global Initiatives, the Economy and Media, Social Activism and Entrepreneurship, and the Arts, the guests represented a range of fields including business, media, the arts, finance, government, and academia. Kathryn Kolbert, the Director of the Athena Center moderated a lively and thought-provoking session, *Leading Change through Social Activism and Social Entrepreneurship*. The packed audience heard from Kiran Bedi, founder of the Navjyoti India Foundation, India’s first and highest-ranking police officer; Nobel Peace Prize Winner Leymah Gbowee; Ndidi Nwuneli, founder of LEAP Africa and co-founder of AACE Foods; and Wu Qing, professor and activist from China.

Kolbert led off by asking the panelists about their “secret sauce” for success, and how they find the courage to do difficult work. “For me, courage has been like a muscle, building a muscle through exercise, taking the first plunge,” said Nwuneli. Panelist Wu Qing, who has attended three of Barnard’s Symposia, offered her advice to young women and Gwobee inspired the group as she described her efforts to bring peace to war-torn Liberia and other important peace-building efforts around the world.

**Students Travel to Mumbai, Paris and Rio:** Following the Symposium, teams of four students, one to two faculty members, and one administrator took three simultaneous trips to Mumbai, Paris, and Rio to deepen the conversations regarding women, activism, and change begun at the Symposium. In the months leading up to the trips, Athena’s Associate Director Abigail Lewis led weekly discussions with the students on topics ranging from immigration to women’s role in urban planning to the evolving definition of the global city. Ten of the twelve students were connected to the Athena Center: eight were Athena Scholars, one was an Athena Summer Fellow, and another a former Athena Center Intern. All the trips featured walking tours of their respective cities; meetings with NGOs working with marginalized communities: Rio’s favelas, Mumbai’s slums, and Paris’s Muslim suburbs. Students attended talks by the participating faculty hosted in each city by Columbia’s Studio X offices. The students also designed and implemented high school leadership workshops, which encouraged
young students to actively engage in making social and political change in their communities. The student’s video which documented their experiences have been put up on the Barnard website.

ATHENA POWER TALKS FEATURE DISTINGUISHED LEADERS AT BARNARD

The Athena Center was pleased to welcome people from across New York to our four Power Talks which featured the four Athena Distinguished fellows (see bios at p. 8) discussing women’s leadership, entrepreneurship and other provocative topics of the moment. Each talk was followed by a Q & A session with the audience.

On October 8, we welcomed Jeanne Sullivan, an entrepreneur, and Co-Founder of StarVest Partners. Sullivan shared advice gleaned from her decades of venture capital experience in the technology sector. Directed at the many young entrepreneurs in the audience, her inspiring talk was filled with practical information on ways to grow and scale their businesses.

Angela E. Oh, an Attorney Mediator joined us on November 18 for a conversation on advocacy and conflict resolution. Oh has spent a rich career in the midst of conflicts involving civil rights, best known as a mediator between the Korean-American and African-American communities during the Los Angeles riots in 1992 and as an appointed member of President Clinton’s Initiative on Race. In her talk, Oh shared what she learned about how to cool flaring passions and build community out of division.

On February 24, 2015, Sallie Krawcheck, Chair of the Ellevate Network and former executive on Wall Street joined a lively audience to detail what she learned from her illustrious career on Wall Street and her newest entrepreneurial venture, the Ellevate Network.

Linda Basch, the former President of the National Council for Research on Women joined us on April 14, 2015 to share her experiences as the President of the National Council for Research on Women and as an executive coach to high potential leaders.
FOSTERING PRIDE IN BLACK AMERICAN ART

In this TEDx, saxophonist Wayne Escoffery celebrates the American indigenous art form known as Jazz as one of many gifts brought to bear by the African American community. Far from just a talk, this Grammy award-winning artist played his sax and calls on communities around the U.S. to rally around this endemic, beloved music genre, to ensure its preservation for generations to come.

The London born, 2014 Downbeat Critics Poll Rising Star and Grammy Award winning tenor saxophonist Wayne Escoffery is one of the Jazz world’s most talented rising stars and in-demand musicians. Escoffery is a member of the famed Mingus Big Band and a member of legendary trumpeter Tom Harrell’s quintet. He frequently tours internationally with these groups as well as with his own quartet.

WHAT STARTUP COMMUNITIES CAN LEARN FROM BLACK WALL STREET

What do Silicon Valley and Tulsa, Oklahoma have in common? Over the past one hundred years both have been home to entrepreneurial multi-millionaires. And though comparatively fewer have heard about The Greenwood District in Tulsa, otherwise known as Black Wall Street, Anthony Frasier showcases how this once vibrant ecosystem laid the groundwork for innovation and growth all over the United States.

Anthony Frasier is the co-Founder of The Phat Startup, a media company that produces resources for entrepreneurs. Frasier was also named an innovator by AT&T which led to a spot that aired to millions weekly and was praised by The Washington Post. A serial entrepreneur, Frasier founded the startup Playd and award-winning gaming site, The Koalition. He is actively involved in Newark, NJ, helping aspiring entrepreneurs.
DREAMING WILD: HOW TO IMAGINE YOURSELF OUT OF POVERTY

What would you do if you received an email offering the career opportunity of a lifetime? Jump for joy, or run for cover? Michelle Herrera Mulligan almost pressed delete. Now as the Editor of Cosmo Latinas, after years of battling her own self-doubt, Herrera Mulligan presents her three steps for stepping out of preconceived notions and into the arms of success.

As the Editor-in-Chief of Cosmo Latinas, Michelle Herrera Mulligan is an influencer who reaches more than two million women every month. Her essays and reporting have appeared in the New York Times, Glamour, Time, and the award-winning anthology Count on Me: Tales of Sisterhoods and Fierce Friendships and Borderline Personalities: A New Generation of Latinas Dish on Sex, Sass, and Cultural Shifting, a collection of stories she also co-edited. She dedicates her spare time to trying to decipher financial planning.

RULES OF THE ROAD ON YOUR JOURNEY TO SUCCESS

As the Founder of a multi-media agency with top tier clients, Rakia Reynolds is all too familiar with hashtag moments and social media dreams. But in this TEDx talk she goes beyond the glory into the real story, teaching us both how to be transparent, and when to “fog up the glass.” In just 9 minutes Reynolds assembles a mosaic of accumulated roadblocks, failures, stumbles, and unexpected moments of triumph and joy.

Rakia Reynolds is the founder of Skai Blue Media, a multimedia public relations agency with an all-star roster of lifestyle, technology, non-profit, and fashion clients. An influencer in the creative business industry, Reynolds is sought after by companies to provide expertise in creative development, branding, and strategic communications.

EVERY BODY: GLAMOUR, DATABILTY, SEXUALITY, AND DISABILITY

She wears designer dresses, dons Louboutins, and dates men all over New York City, documenting her life every step of the way. What starts out as a story analogous to that of a Sex & the City character quickly elevates in its complexity—what would have happened if Carrie Bradshaw had also been disabled? In this TEDx Dr. Danielle Sheypuk gets real about sex and disability, unabashedly exploring sexual satisfaction writ large.

Wheelchair-dependent since childhood, psychologist Dr. Danielle Sheypuk once described her NYC dating and relationship experiences as “Sex and the City, disability style.” After snagging the title “Ms. Wheelchair NY 2012,” Sheypuk found herself in demand from a variety of media focused on the psychology of dating, relationships, and sexuality among the disabled community. Her “walk” down the runway as a model during the February 2014 New York Fashion Week has been deemed by some as a “Rosa Parks moment” on behalf of women living with disabilities.

BUSTING THROUGH THE “WOMEN’S ENTRANCE”

“As a married woman you will never succeed in academia and you would save yourself a lot of trouble by just leaving.” Without her predisposed “rejection insensitivity” these words might have penetrated the psyche of Dr. Rae Silver, rendering her yet another victim of benevolent sexism. In this TEDx talk, famed neuroscientist Dr. Silver
presents her solution for busting down the doors of pre-disposed gender roles to recalibrate a curriculum that makes sense for women in the modern world.

Dr. Rae Silver, a Barnard professor since 1976, is the Helene L. and Mark N. Kaplan Professor of Natural & Physical Sciences and the head of the Silver Neurobiology Laboratory at Columbia University. Currently, she serves as Chair on the Council of Scientists for the Human Frontiers Science Program and as a member of the National Academy of Sciences Institute of Medicine Forum on Neuroscience. She served as co-chair of the NASA committee that prioritized biological research for the International Space Station and is a fellow of the American Academy of Arts and Sciences.

Jeanne Sullivan has navigated the investment world as a venture capitalist, fielding bullies, bozos, and buffoons all the way to the top. In this TEDx talk she shares her secrets for how and when to stand up, step up, and speak up. Sullivan recounts the trials and tribulations of her career with wisdom and humor, reminding us all that when the going gets tough you don’t have to be nasty, but you do need to be sassy.

Jeanne M. Sullivan is an advisor, speaker, investor, and connector, but her favorite title is Chief Inspiration Officer. Sullivan is a co-Founder of StarVest Partners, a venture capital firm in NYC. Prior to her 20 years in the investment community, she gained her operating chops with the likes of AT&T and Bell Labs. A voice for women, Jeanne serves on the Global Board of Trustees of Astia, funding high growth women entrepreneurs, the Women’s Leadership Board at Harvard Kennedy School and is a Distinguished Fellow at Athena.

YOU CAN CHANGE THE WORLD. WITH YOUR TOASTER.

What would happen if we started repairing things again—our toasters, vacuum cleaners, and air conditioning units—instead of casting them aside and replacing them altogether? Sandra Goldmark considers the environmental and emotional impact of repairing what we love, our unhealthy obsession with stuff, and how curbing our insatiable desire to buy, buy, buy reveals the value in the things we already have.

Sandra Goldmark is an Assistant Professor of Professional Practice at Barnard College, a theatrical set and costume designer and the founder of Pop Up Repair. She is committed to sustainable design practices and her designs have been nominated for numerous awards, including the Drama Desk and the Hewes. In 2013, she launched Pop Up Repair, an itinerant repair service for household items, and was the recipient of a Barnard College Presidential Research Award to investigate larger patterns of consumption and waste.
ATHENA DIGITAL DESIGN AGENCY: STORIES OF BARNARD STUDENTS

Jordyn Simmons, Lauren Beltrone, Monica Powell, and Lyndsie Anderson were admitted to the first cohort of students at the Athena Digital Design Agency (ADDA), a student-run startup with the mission of closing the gender gap in tech while serving the local community of small businesses. Incubated by the Athena Center, ADDA students were asked to share their personal stories of what ADDA means to them.

Lauren Beltrone, a sophomore from Portland, Oregon, studies cognitive science—a field that brings together her love of linguistics, computer science, philosophy, and psychology. Lauren is passionate about finding ways to encourage people (especially women) who don’t identify as “science-y” to use artistic creation in bridging the left-brain, right-brain gap.

Jordyn Simmons, a sophomore hailing from Houston, Texas, is majoring in Africana Studies and minoring in Computer Science. While at Barnard, she has been involved in the Columbia University’s Black Students’ Organization, the Society of Hip Hop, National Society of Black Engineers, and the Athena Digital Design Agency. In addition, she has worked at Barnard’s Instructional Media and Technology Department.

Lyndsie Anderson is a sophomore at Barnard from Marysville, Ohio. Studying economics and computer science, she is passionate about making technology accessible to people of all economic and geographic backgrounds. Lyndsie spends her time serving as a member of the Student Advisory Board of ADDA, interning at the startup company Eleven James, and doing freelance PR work for firms around the city.

Monica Powell is a senior at Barnard College where she is studying Psychology. Her interest in empowering women in technology led her to become an Owl-in-Chief at the Athena Digital Design Agency. She provides print and web design services and is eager to assist with projects in any part of the design process. In her free time she loves exploring New York City and also enjoys volunteering for organizations and causes such as Black Girls Code, STRIVE, the There is Hope Campaign, and the Desai Foundation.

Special Performance by Fuákata, a Cuban Salsa dance troupe. Fuákata currently offers dance classes and Cuban Salsa socials in Manhattan and Brooklyn, all of which feature live Cuban music.
ACADEMIC CONFERENCES, PRESENTATIONS, AND EVENTS

On November 15, 2015, Kathryn Kolbert participated on a panel at the National Women’s Studies Association Annual Conference in San Juan Puerto Rico. The roundtable discussion with partners from Rutgers University and Spelman College focused on feminist leadership.


Leadership Workshop with the Quorum Initiative: On March 5, 2015, the Athena Center co-hosted a dynamic workshop and networking event for executive women called The Will to Win: Collaborate, Negotiate, Compete, delivered by DEILAB™ which created a “living laboratory” designed to open up new ways to influence and to lead.

On May 4, 2015, Kathryn Kolbert participated on a panel on Women’s Leadership in the Legal Profession at the Acorn Club in Philadelphia. The event was hosted by Beasley School of Law, Temple University.
Conclusion

The Athena Center has learned a great deal about what women need to advance to positions of leadership, building upon Barnard’s 125-year legacy of providing extraordinary education to women. As we move forward, we want to particularly thank the wonderful women leaders who share their wisdom and creativity with us, creating new ways to advance women’s leadership within the Barnard community and beyond. Each and every one of you has contributed to our continuing success. We look forward to working together as we build a vibrant organization committed to expanding women’s leadership across the globe.
Kathryn Kolbert, the Constance Hess Williams ’66 Director of the Athena Center, Professor of Leadership Studies, and Professor of Professional Practice, Dept. of Political Science, has directed the Athena Center since its founding. In 1992, Kolbert argued the landmark case of Planned Parenthood v. Casey before the U.S. Supreme Court and has been credited with saving Roe v. Wade with what CNN’s Legal Correspondent Jeffrey Toobin has called “one of the most audacious litigation strategies in Supreme Court history.” Before joining Barnard, Kolbert was the President and CEO of People For the American Way and its Foundation. For ten years, she oversaw a program on law and American life at the University of Pennsylvania’s Annenberg Public Policy Center, where she created the award-winning NPR radio program Justice Talking, and its educational website, justicelearning.org. From 1992 to 1997, she directed domestic litigation and public policy for the Center for Reproductive Rights, where she was a Co-Founder and Vice-President. Recognized by The National Law Journal as one of the “100 Most Influential Lawyers in America” and by The American Lawyer as one of 45 public-interest lawyers “whose vision and commitment are changing lives,” Kolbert has also served as the State Coordinating Counsel of the ACLU’s Reproductive Freedom Project in New York and as a Staff Attorney with both the Women’s Law Project and Community Legal Services in Philadelphia.
Sasha Hill was the Administrative Assistant of the Athena Center beginning in 2012 and throughout 2014-15. A graduate of Wellesley College, where she majored in Psychology and minored in English, Hill continually tries to find ways to combine her passion for education and helping others. Through a partnership with United Way during the summers of 2011 and 2012, Hill developed and helped implement a mentorship program for underserved youth in New York. Over the last three years, Hill kept the Center staff organized, and oversaw the Power Talk series and our newsletter. She will be greatly missed as she moves on to take a new job as a talent recruiter in Connecticut.

Abigail Sara Lewis is the Associate Director of the Athena Center. Among her many duties, Lewis oversees the undergraduate programs: the Athena Scholars Program, summer fellowships, and the On Our Terms journal. Lewis teaches both the Women and Leadership course and the Athena Senior Seminar. She also advises all students in the Scholars Program. Prior to Athena, Lewis was Assistant Director of Pathways Advising at Douglass Residential College, Rutgers University. She taught in both the History and Women’s Studies departments at Rutgers, and at the School of Social Work at New York University. She also worked at the Scholars at Risk Network-NYU, the CUNY Graduate Center, and the NYC Department of Education. She received her B.A. and M.A. in African American Studies from Columbia and UCLA respectively and completed her Ph.D. in History at Rutgers in 2008. Her work on the YWCA’s Multiracial Activism in the immediate post-WWII era was published in the anthology, Freedom Rights: New Perspectives on the Civil Rights Movement (University of Kentucky Press: 2012).

Maria Perez-Martinez was the Operations Manager for the Athena Film Festival throughout 2014-15 and will be greatly missed as she takes a new job as a housing advocate in Connecticut. At the Athena Center since 2010, Perez-Martinez holds a Master’s degree in Publishing from New York University and a Bachelor’s degree in English/Drama from Northwestern University. She is also co-founder of GoodChoiceReading.com, a book-reviewing and promotional website. In her spare time, Perez-Martinez is an avid reader and writer, currently finishing an adapted screenplay as well as a young-adult novel. In 2013, her short story titled My Dearest Valentine was published in the anthology, Holiday Magick: 20 Holiday Stories with a Twist (Spencer Hill Press, May, 2013).
Tomika Rodriguez is the Leadership Development Training Manager at the Athena Center. Her primary responsibilities include managing the Leadership Labs, our high school summer programs, and our non-profit partnerships. She also supports leadership development programs for corporations, assisting with the development, execution, and evaluation of Athena’s offerings. Rodriguez joined the Athena Center from DePaul University, where she created and managed successful academic programs for underrepresented students including an award-winning academic excellence program, six scholarship programs, and Women Empowered, one of few identity-based programs for college-aged women of color. Rodriguez earned her BA in Mass Communication/Public Relations from Wright State University and a Master’s of Education from North Carolina State University.

Director of Leadership Development, Amy Giddon, spearheads the Athena Center’s partnerships with corporations and non-profits to support and develop their current and future women leaders. Amy joins the Athena Center after holding executive roles in the financial services industry and consulting to industry leaders in a wide range of industries on strategy and performance. Most recently she was the President of RushCard, a private-equity backed company founded by entrepreneur Russell Simmons. Prior to that, Amy was the Principal of her own Strategy Advisory firm, creating strategic roadmaps for clients and helping them align their organizations to their strategies. She has also held senior management roles during her 9-year tenure at American Express in Strategy, Marketing, and Sales, led brand strategy consulting engagements for Brand Asset Consulting at Y&R, and began her career as a Management Strategy Consultant at Bain and Company.

Sara Angevine was a research consultant specializing in gender, leadership, and institutions with the Athena Center. A Ph.D. in Political Science from Rutgers University, she taught sections of the Women and Leadership course and assisted with various projects at the Center. She also teaches in the Department of Political Science at Brooklyn College, and has taught in the Departments of Political Science and Women’s and Gender Studies at Rutgers. Prior to coming to Athena, Angevine was the director of the Douglass Residential College’s mission course, Issues in Women’s Leadership, Knowledge and Power (25 course sections per year), director of the Barbara Voorhees Mentor Program, and served as the Public Leadership Education Network coordinator. Angevine holds her Master’s in Women’s and Gender Studies from the University of the Western Cape, South Africa and her Bachelors of Arts in Political Science, Communications, and Women’s and Gender Studies from Hamline University. Congratulations to Sara as she heads on to teach at Whittier College in California in fall 2015.
CONSULTANTS

Nathalie Molina Niño, who founded and directed Entrepreneurs@Athena, is a business consultant, playwright, and consummate entrepreneur who launched her first tech startup at the age of 20. She also was involved in launching and growing a multinational business within Lionbridge (NASDAQ: LIOX) into a nearly $100M operation within 6 years. Molina Niño spent 14 plus years advising industry leaders in the public and private sectors ranging from multinationals (Disney, Microsoft, MTV,) early stage startups (Cranium, Onvia) and non-profits (Bill & Melinda Gates Foundation, World Affairs Council, Seattle International Film Festival). She’s passionate about supporting women entrepreneurs and believes that the single most important skill in business is storytelling. In 2015, Molina Niño joined the startup Power to Fly as its Chief Revenue Officer and will leave Athena as soon as her successor comes on board.

Melissa Silverstein, the co-founder and Artistic Director of the Athena Film Festival, is the founder and editor of Women and Hollywood, which educates, advocates, and agitates for gender parity across the entertainment industry. An early voice for more women directors, Silverstein speaks widely on women and Hollywood in popular media and at events around the globe. In 2013, she published her first book, In Her Voice: Women Directors Talk Directing, a compilation of over 40 interviews that have appeared on Women and Hollywood. She has conducted marketing campaigns and events for a variety of films, was the founding project director for The White House Project, and the Chief of Staff at the Ms. Foundation for Women.

Naomi Wolf, the author of eight nonfiction books, all of them New York Times bestsellers worked with Athena in 2014-15 to develop our multi-media offerings. Educated at Yale and Oxford and a Rhodes Scholar, Wolf wrote the feminist analysis of the beauty industry, The Beauty Myth, in 1993, which has been translated into fourteen languages and been called one of the most important books of the Twentieth Century by the New York Times. Her most recent books, The End of America and Give me Liberty, deal with democracy and civil rights in America. She also writes essays for major news outlets and has been a regular columnist for the Guardian, Project Syndicate, and the Sunday Times of London. She co-founded two nonprofit organizations and has launched a democracy-building tech startup, DailyClout.com. She received a doctorate from Oxford University in 2015.
Many, Many Thanks

The Athena Center’s growth would not be possible without the generous support of its donors, the wisdom of its advisors and the dedication of its staff, consultants and instructors. We remain thankful to our founding donors, Francene Sussner Rodgers ’67, Constance Hess Williams ’66 and Lucille Zanghi and James Dow P ’10 who enabled us to start the Center and to Constance Hess Williams for her 2011 decision to endow a Chair for the Director of the Athena Center.

In addition, the Center is thankful for a number of endowment pledges and individual gifts that support the Center and its ambitious programs. Over the last year, we have been fortunate to have the support of an active and dedicated Leadership Council, co-chaired by Claire Newman and Jyoti Menon ’01. Leadership Council members have given both their time and expertise, serving as mentors, professional development trainers, film festival volunteers and connecting with our Scholars and staff. The Athena Center also has been lucky to have the sound guidance of a committed group of faculty advisors who have shaped the direction of the Scholars Program and the advice of an illustrious Advisory Board from business, law, media, academia and the non-profit sector. And our Brain Trust of entrepreneurs, entrepreneurial mentors, and judges have helped us deliver innovative programs for women entrepreneurs. We are also grateful to the dedication and hard work of the Center staff, consultants, instructors, mentors and others participating in making our programs successful. A full list of these wonderful women and men is listed below.

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