



CHARITY COMMISSION
FOR ENGLAND AND WALES

Trustees' Annual Report for the period

From 28 JULY 2020 Period start date
To 31 DECEMBER 2021 Period end date

Charity name: WOMEN IN INNOVATION UK CIO

Charity registration number: 1190607

Objectives and Activities

| | SORP reference | |
|--|--------------------|---|
| Summary of the purposes of the charity as set out in its governing document | Para 1.17 | To promote equality and diversity by the elimination of discrimination on the grounds of sex, in particular within business and industry in the UK. |
| Summary of the main activities in relation to those purposes for the public benefit, in particular, the activities, projects or services identified in the accounts. | Para 1.17 and 1.19 | Women in Innovation UK CIO ("WIN UK CIO") organizes programming, workshops, and events, open to the public, promoting gender equality in the innovation sector. WIN UK CIO's activities are typically targeted towards supporting and providing resources to women leaders aspiring to work or currently working in the innovation industry in the UK. |
| Statement confirming whether the trustees have had regard to the guidance issued by the Charity Commission on public benefit | Para 1.18 | The Trustees of WIN UK CIO confirm that they have complied with their duty to have regard to the Charity Commission's guidance on public benefit. |

Achievements and Performance

| | SORP reference | |
|--|----------------|---|
| Summary of the main achievements of the charity, | Para 1.20 | Across 2020-2021, and due to covid restrictions, WIN London diversified, adapted and innovated the ways we supported the community. |

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| <p>identifying the difference the charity's work has made to the circumstances of its beneficiaries and any wider benefits to society as a whole.</p> | <p>A number of new initiatives were launched to support the shifting needs and concerns of the community.</p> <p>The new WIN Mind Salon offered a safe space for women to discuss and learn actionable tools to deal with microaggressions, lack of diversity in the workplace, staying sane at home and reframing adversity. Each session was fully attended. These sessions were all conducted online so that they were widely accessible and flexible as well as intimate so that such discussions could be had freely and comfortably. They offered the community a safe space and supportive outlet during a challenging time in society.</p> <p>In addition, we pivoted to offering online vs. face to face workshops, focused on topics identified with our community, around anti-racism in innovation, making a positive impact as innovation practitioners, reimagining wellbeing for the era of working from home and designing for diversity. We also co-hosted an event with Imperial College's WE Innovate accelerator program to increase the number of women in leadership positions, running start-ups and raising funding.</p> <p>To support a shifting career landscape we also offered new small group career coaching on themes relevant to women at different stages in their careers.</p> <p>Finally, to inspire our community, the London Chapter led the creation and production of the first WIN Pioneers report – a study on the state of Women in Innovation. It explored the most impactful ways to create real change for the future and how to achieve equity for all women. This then was shared at International Women's Day with actionable workshops on The Power of the Sponsor. Alongside inspiring the community, the report supported businesses, including partners and sponsors of WIN, by offering direction on how to deliver on diversity, inclusion and the acceleration of women into leadership positions within their organisations. Sponsored by Ernst and Young the report is now entering a second version. To date, the report has been viewed/downloaded 3,548 times.</p> |
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Financial Review

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| Review of the charity's financial position at the end of the period | Para 1.21 | As of 31 December 2021, WIN UK CIO had net cash reserves of £731. For the period 28 July 2020 through 31 December 2021, WIN UK CEO generated £1,579 in programming revenues and incurred £847 in total expenses for the same period. |
| Statement explaining the policy for holding reserves stating why they are held | Para 1.22 | Reserves will typically be held in an amount adequate to cover any ongoing expenses required to support WIN UK CIO's programming and any other general overhead expenses. |
| Amount of reserves held | Para 1.22 | £731 |
| Reasons for holding zero reserves | Para 1.22 | Not applicable. |
| Details of fund materially in deficit | Para 1.24 | Not applicable. |
| Explanation of any uncertainties about the charity continuing as a going concern | Para 1.23 | Not applicable. |

Structure, Governance and Management

| | | |
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| Description of charity's trusts: | | |
| Type of governing document (trust deed, royal charter) | Para 1.25 | Constitution |
| How is the charity constituted? (e.g unincorporated association, CIO) | Para 1.25 | CIO |
| Trustee selection methods including details of any constitutional provisions e.g. election to post or name of any person or body entitled to appoint one or more trustees | Para 1.25 | WIN UK CIO's trustees are appointed by the organization's Founder Member, which is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. If the Founder Member ceases to be a member of the CIO, the other members, acting by majority, appoint the charity trustees. |

Additional information (optional)

You may choose to include further statements where relevant about:

| | | |
|---|-----------|---|
| The charity's organisational structure and any wider network with which the charity works | Para 1.51 | WIN UK CIO's Founder Member is Women in Innovation, Inc. ("WIN US"), a 501(c)(3) non-profit corporation based in the State of New York in the United States. WIN UK CIO's activities are aligned with those of WIN US in the United States under a shared charitable mission for the public benefit. |
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Reference and Administrative details

| | |
|-----------------------------|--|
| Charity name | WOMEN IN INNOVATION UK CIO |
| Other name the charity uses | WIN UK CIO |
| Registered charity number | 1190607 |
| Charity's principal address | Flat 502 Anlaby House 37 Boundary Street LONDON E2 7JQ |

Names of the charity trustees who manage the charity

| | Trustee name | Office (if any) | Dates acted if not for whole year | Name of person (or body) entitled to appoint trustee (if any) |
|----|---------------------|------------------------|--|--|
| 1 | Alfia Ilicheva | | n/a | Women In Innovation, Inc. (US) |
| 2 | Chloe Williams | | n/a | Women In Innovation, Inc. (US) |
| 3 | Justine Lai | | 01/01/2021-16/06/2021 | Women In Innovation, Inc. (US) |
| 4 | Meera Pathak | | 16/06/2021-31/12/2021 | Women In Innovation, Inc. (US) |
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Corporate trustees – names of the directors at the date the report was approved

| | | |
|----------------------|--|--|
| Director name | | |
|----------------------|--|--|

[illegible]

Funds held as custodian trustees on behalf of others

| | |
|---|------|
| Description of the assets held in this capacity | None |
| Name and objects of the charity on whose behalf the assets are held and how this falls within the custodian charity's objects | None |
| Details of arrangements for safe custody and segregation of such assets from the charity's own assets | None |

Declarations

The trustees declare that they have approved the trustees’ report above.

Signed on behalf of the charity’s trustees

| | | |
|--------------|--|---|
| Signature(s) | <div>DocuSigned by:  F061447208C9460...</div> |  |
|--------------|--|---|

| | | |
|--------------|----------------|--------------|
| Full name(s) | CHLOE WILLIAMS | MEERA PATHAK |
|--------------|----------------|--------------|

| | | |
|--|---------|---------|
| Position (eg Secretary, Chair, etc) | Trustee | Trustee |
|--|---------|---------|

| | |
|------|------------|
| Date | 10/30/2022 |
|------|------------|



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
WOMEN IN INNOVATION UK CIO

No (if any)
1190607

CC16a

Receipts and payments accounts

| | | | |
|------------------------|--------------------------------|----|-------------------------------|
| For the period from | Period start date 7/28/2020 | To | Period end date 12/31/2021 |
|------------------------|--------------------------------|----|-------------------------------|

Section A Receipts and payments

| | Unrestricted funds to the nearest £ | Restricted funds to the nearest £ | Endowment funds to the nearest £ | Total funds to the nearest £ | Last year to the nearest £ |
|---|--|---|--|---------------------------------|-------------------------------|
| A1 Receipts | | | | | |
| Programming Revenues | 1,579 | - | - | 1,579 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total (Gross income for AR) | 1,579 | - | - | 1,579 | - |
| A2 Asset and investment sales, (see table). | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total receipts | 1,579 | - | - | 1,579 | - |
| A3 Payments | | | | | |
| Ticket Fees | 33 | - | - | 33 | - |
| Mighty Networks | 420 | - | - | 420 | - |
| Zoom | 54 | - | - | 54 | - |
| MailChimp | 256 | - | - | 256 | - |
| Website | 85 | - | - | 85 | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | 848 | - | - | 848 | - |
| A4 Asset and investment purchases. (see table) | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total payments | 848 | - | - | 848 | - |
| Net of receipts/(payments) | 731 | - | - | 731 | - |
| A5 Transfers between funds | - | - | - | - | - |
| A6 Cash funds last year end | - | - | - | - | - |
| Cash funds this year end | 731 | - | - | 731 | - |

Section B Statement of assets and liabilities at the end of the period

| Categories | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|----------------------|--|------------------------------------|----------------------------------|---------------------------------|
| B1 Cash funds | Cash In Bank | 731 | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | Total cash funds | 731 | - | - |
| | (agree balances with receipts and payments account(s)) | OK | OK | OK |


| | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|---------------------------------|---------|------------------------------------|----------------------------------|---------------------------------|
| B2 Other monetary assets | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|-----------------------------|---------|-----------------------------|-----------------|--------------------------|
| B3 Investment assets | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
|---|---------|-----------------------------|-----------------|--------------------------|
| B4 Assets retained for the charity's own use | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |

| | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
|-----------------------|---------|---------------------------------|-----------------------|---------------------|
| B5 Liabilities | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |

Signed by one or two trustees on behalf of all the trustees

| Signature | Print Name | Date of approval |
|---|----------------|------------------|
|  DocuSigned by: F061447268C9468... | MEERA PATHAK | 31/10/2022 |
| | CHLOE WILLIAMS | 10/31/2022 |