

FEMINIST FREQUENCY

lifetime report



*two thousand
twenty three*

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MISSION

Since its inception in 2009, Feminist Frequency has existed to challenge harmful media representations, because we believe that media has the power to change the world. In the years since, our work grew to emphasize that it is just as important to interrogate the conditions under which creators work and our media is created.

Guided by our core values of **justice, intersectionality, accessibility, and advocacy**, we have dedicated efforts towards ending toxicity and abuse in the games industry and gaming spaces at large. We believe that systems and structures that fail to serve—and in fact, actively harm the most vulnerable among us—must be **rebuilt on a foundation of justice, accountability, and care**.

During its tenure, Feminist Frequency has been dedicated to fighting for a games community free of toxicity and harassment, which treats marginalized groups with fairness and justice. Together with our supporters, we have been honored to spend the past fifteen years making games a better place to work and play.

letter from

the Executive Director

Dear Friends,

When we made the announcement in August that Feminist Frequency would cease its operations as a nonprofit at the end of 2023, I had some expectations of what would happen next. I knew we'd field responses to the news from far and wide, that our team would begin making adjustments as we pivot to next steps or wind down our distinct projects, and that I would personally experience a flood of emotions. Indeed, all of these things proved true. While the public response to the closure unsurprisingly included reheated harassment from the usual suspects, it was overwhelming in the love and understanding that was shared by long-time supporters of our work. The Feminist Frequency team has been absolutely stellar, nimbly adapting to setting everything up for a satisfactory conclusion. And yes, I felt relief at letting the world into the internal conversations about closing the org, but also a bittersweet mix of feelings that I'm honestly still processing.

But one thing I didn't quite anticipate was that this process of shutting down and putting together our final annual report would provide the perfect opportunity for reflection on the past decade and a half. Feminist Frequency has been an extremely significant chapter in my life, but it has also reflected a collective of countless people rallied behind an important cause. In this "yearbook" of an annual report, we are looking back on the scope of this organization and the lives touched in an industry that's considerably different from the way it was fifteen years ago. It's been satisfying and edifying to take stock of all we accomplished: all the hard work that our team and allies have put into making much-needed change in the games industry.



letter from the executive director

Much of what we memorialize in this Annual and Lifetime Impact Report will be cataloged in perpetuity online, so that future seekers of resources for intersectional advocacy in games and media can benefit from Feminist Frequency's output from 2009–2023. All of our video series including Tropes vs. Women, Queer Tropes, Ordinary Women, and more will remain available for free on our website. Hundreds of past episodes of Feminist Frequency Radio, and our other past podcasts, will be up for you to listen to, and FFR will continue to live on under the stewardship of host Kat Spada from this year onward.

What we accomplished with the Games and Online Harassment Hotline in its three years of operations will continue to benefit players, industry professionals, and individuals and companies seeking accountability and best practices. Its critical resources for protecting oneself from harassment, building a safer games culture, and bystander intervention will remain online. Crucially, the Hotline's leader Jae Lin will continue to lead ReSpec, the accountability support space for people who are reckoning with harm that they've caused.

That the legacy of what I started with Feminist Frequency will continue in the capable hands of those carrying on these elements of our work gives me great comfort. I've personally learned so much from everyone who joined me on this journey over the past fifteen years. Not just about ways to advance the mission of justice and advocacy work in the games and media criticism space, but also about leadership, teamwork, organizing, business, and community care. For that (and so much more) I'll forever be grateful. As you move through this industry in a post-Feminist Frequency world, I urge you to remember how strong the movement for equality and its supporters are. Keep these values close to your heart as you carry on the torch of building a better future.

With Gratitude,



Anita Sarkeesian
Executive Director

letter from

the Board of Directors

Dear Feminist Frequency Community:

It brings me honor to offer this letter in testament to the contributions that this organization has had on our global feminist community. While it is also bittersweet, since this letter comes at a moment of transition, it should not be read as a conclusion or ending, but rather a summation of a job well done.

It would be a shame to suggest that Feminist Frequency's contributions are relegated to gaming alone. It is true that without the brave perspectives offered by its leader, Anita Sarkeesian, much of what women—alongside the LGBTQ community—experienced in gaming would have been relegated to the margins and gone largely unnoticed. Anita brought to light the atrocious conditions of representation around women and queer populations. I can recall it like it was yesterday, seeing the Tropes vs. Women and other documentary style videos pouring out from YouTube with so much commanding power and hope. This marked the beginning of a renaissance of feminist critiques of mediated structures. I, too, joined that call and transformed my own scholarship through these powerful lenses.

A lot of people are probably not aware of how far the Feminist Frequency community reaches. One of the greatest projects that had the power to transform lives was the Games and Online Harassment Hotline. This text-based, confidential support line for people who make and play games was an emotional lifeline for so many people in tough and trying moments. I remember during one iteration of layoffs in the industry, the Hotline gave people space to vent, connect, and identify resources for support. Its reach and importance made its way to social media, and so many shared their gratitude for this resource, illustrating just how connected the Feminist Frequency team was to the heart of the gaming community.

letter from the board of directors

I would like to speak to how amazing the humans are behind the scenes at Feminist Frequency. While most of them would not want to be publicly praised, it is necessary to make plain the people who constitute the infrastructure and have dedicated their life's work to improving conditions of minoritized and marginalized communities in gaming.

Jae Lin, Carl Olsen, and so many others have worked tirelessly behind the scenes to ensure the success of the programmatic arm of Feminist Frequency. These humans have amazing knowledge of critical scholarship, in-depth understanding of how mediated industries work, and a keen view of how mobilizing platforms can transform lives. Their contributions have transformed workplace culture, academic scholarship, and mobilization and organization to sustain a social movement and ensure people have a community of support.

I can't speak more highly of the Feminist Frequency community. Their interventions motivated so many of us to become knowledge makers, content creators, and change agents to critically challenge the structures that impede the growth of all people.

I look forward to seeing the continued growth and development of these folks because they are on to so many more dope things. This letter could never underscore their contributions, but I hope it serves as a token of our appreciation for them.

Kishonna Gray

Kishonna L Gray, PhD
Feminist Frequency Board Member

feminist frequency timeline

2009

Feminist Frequency's first episode airs

2012

Series on LEGO & Gender debuts

Almost 7K supporters back Kickstarter despite torrent of bullying & harassment... which continued ever since



Tropes vs. Women in Video Games episode on "Ms. Male Character" airs

The Conference by Media Evolution hosts Anita to present a talk on online harassment.

2013

Tropes vs. Women in Video Games debuts with a 3-part series about the "Damsel in Distress"

2014

Incorporated as a nonprofit

Tropes vs. Women in Video Games airs 2-part series on "Women as Background Decoration"

The Colbert Report welcomes Anita to discuss #GamerGate

Anita is the first woman to win the Game Developer's Choice Ambassador Award



At XOXO Fest, the Seed & Spark funded video series Ordinary Women: Daring to Defy History premieres



world events

2014

The online harassment campaign #GamerGate is set in motion by misogynists and right-wing internet harassers

At E3, Ubisoft claims the reason Assassin's Creed Unity will not add a playable female character is because "women are too hard to animate"

timeline

2015

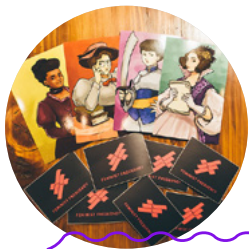
TIME names Anita one of its 100 Most Influential People in the World



Published *Speak Up & Stay Safe(r): A Guide to Protecting Yourself From Online Harassment*

The Tropes vs. Women in Video Games series continues with a 2-part series on "Positive Female Characters in Video Games" and a 2-part series on "Women as Reward"

Our Gender Breakdown of Games showcased at the E3 conference, beginning a 5-year journey of documenting this data



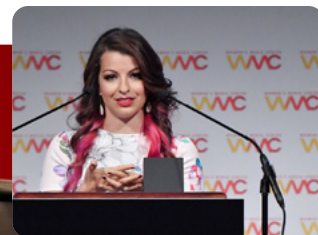
The video series *Ordinary Women: Daring to Defy History*, and its accompanying educational curriculum, is released online

The New School honors Anita with an honorary PhD degree

Anita is named an honoree of the Women's Media Center's Digital Media Award

2016

Tropes vs. Women in Video Games continues with episodes on "Strategic Butt Coverings," "Body Language & The Male Gaze," "Lingerie is not Armor," "Are Women Too Hard To Animate?" "All the Slender Ladies: Body Diversity in Video Games," and the "Sinister Seductress"



world events

2015

The UN Broadband Commission Working Group on Gender publishes a report about cyber violence against women and girls

2016

Shortly before the election, a 2005 video surfaces of Trump describing sexual assault, but still he is elected President amid supporters passing off his boasts as "locker room talk"

2017

Tropes vs. Women in Video Games continues with episodes about "Not Your Exotic Fantasy," and "The Lady Sidekick"



Anita, Ebony, and Carolyn embark on the 2-year talk show series The FREQ Show

We put out more podcasts with our *Halt and Catch Fire* and *Star Trek: Discovery* Recap FREQcasts

Our flagship podcast Feminist Frequency Radio launches

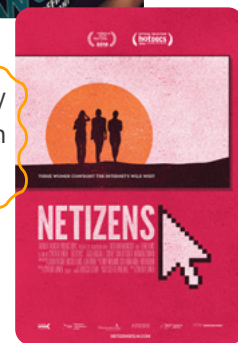
2018

Carolyn and Ebony launch the limited-run podcast CinemaBall

Anita and Ebony publish the illustrated YA nonfiction book *History vs Women: The Defiant Lives that They Don't Want You to Know*



Anita is a subject of the *Netizens* documentary about women whose lives have been transformed by online harassment



2019

Carolyn leads the 3-part *Queer Tropes* series



2017

The hashtag #MeToo popularizes survivor and activist Tarana Burke's message of the widespread experience of sexual assault and harassment, kicking off a reckoning of people speaking out about their experiences, especially in highly visible fields and industries like entertainment

timeline



The Good Tips for Hard Times live-streamed interview series debuts during the Covid lockdown

2020

The Games and Online Harassment Hotline is launched



The "Next Question with Katie Couric" podcast welcomes Anita to discuss the Esports gender gap

2022

Along with Take This, we launch the Culture Shift Project to combat gender-based harm inside of game studios

2023

The Games Hotline launches the ReSpec accountability support space

Anita and Jae speak at GDC



Feminist Frequency receives the Peabody Award for Digital and Interactive Storytelling

Feminist Frequency announces its sunset



2024

ReSpec will continue to offer its resources and support; Feminist Frequency Radio will live on as an independent podcast; Anita will be available for speaking and games consulting; players, fans, and supporters will carry the torch to keep building a better games industry...

world events

2020

The world is rocked by Covid and forced to adapt to the isolation of a pandemic lockdown

2021

After almost 3 years of investigation, the EEOC files a lawsuit against Activision Blizzard following allegations of discrimination and condoned harassment against women employees. The company settles in 2023.

2022

The Supreme Court's Dobbs v. Jackson decision overturns Roe v. Wade



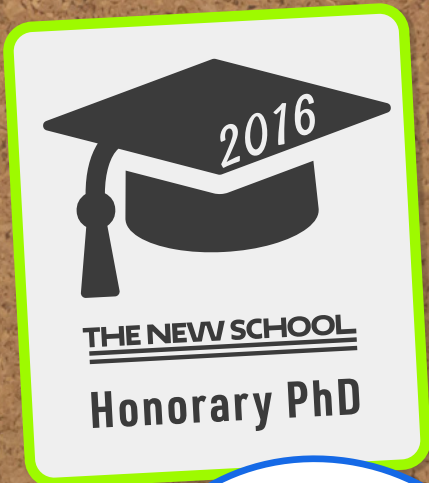
Lifetime Impact

and year in review



select

Awards



the games & online harassment hotline

LIFETIME IMPACT

The Games and Online Harassment Hotline (Games Hotline) offered real-time, text-message-based emotional support and digital safety guidance for people who make or play games, as well as anyone facing online harassment. The service was free and accessible via SMS and WhatsApp. Founded and led by people directly impacted by online harassment and abuse in games spaces, the Games Hotline drew on a wealth of deep wisdom from our networks and communities of survivors and targets who had experienced varying degrees of hostility, threats, harassment campaigns, stalking, and violence both online and offline. From the beginning, we infused the work of the Games Hotline with our principles and beliefs around social justice and systems of oppression, abolition of police and prisons, and trauma-informed care.

For over three years, we offered emotional support and basic digital safety guidance to people experiencing online harassment (in video games, on social media, or through online communities), workplace hostility or abuse in the games industry, sexual violence and stalking, digital blackmail and sextortion, interpersonal



conflicts and fallouts, and more. Different users shared over the years that texting with us provided them with hope, gave them tangible resources and next steps, showed soothing compassion and validation, and just offered a space to talk things out and detangle all of the feelings and circumstances that had been roiling all around them.

After the close of the daily service of the Games Hotline in October 2023, the gameshotline.org website stays online to continue hosting the public resources we've created based on issues, questions, and needs that emerged on the Hotline itself. [ReSpec](#), the accountability support group that we offered through the Games Hotline, will continue to be run and facilitated by Jae Lin and Carl Murray Olsen.

For more data, read the Games Hotline Lifetime Impact Report at gameshotline.org/news.

2023 IMPACT

On the Hotline

Last year we released WhatsApp integration, allowing people to chat with us without SMS and through web, desktop, or mobile apps. Overall, we saw an increase in texts about online harassment, particularly around blackmail and sextortion, as well as abusive family situations. Other persistent topics included harassment in-game or in games community spaces, doxxing and harassment campaigns, stalking, work-related stress or hostility in the games industry, and general burnout or mental health struggles. In 2023 we also transitioned to a hybrid model where half of the shifts were taken by our partners at the KSPHQ call center. It was a powerful opportunity for us to work towards building our own culture of care, support, training, and ongoing learning for Games Hotline team members.

“Someone helped me for the few minutes I needed. They listened to me and responded with compassion and patience. That’s all I needed that day. It’s normal to need somebody to listen to you after a bad day of online gaming.”

The PAX Hotline

In-person games events are not only overwhelming, stressful, and overstimulating—they are also often sites of violence, harassment, and abuse, especially for people of marginalized genders, races, and disabilities. We were proud to be able to integrate the Hotline to support attendees of PAX East, extending our hours to be available throughout the event. In turn, PAX included information about the Hotline on event materials for attendees. We worked closely with Take This’ AFK Room, an established mental health support and rest space, and we kept the PAX line live for the week following the conference in order to support people with **con crash** feelings that often follow intense events.

Guides

Our guides shine a light on the most critical issues we heard from our community:

The Updated Digital Safety Guide

Together with the security experts at Tall Poppy, we updated and improved Feminist Frequency’s 2015 Speak Up & Stay Safe(r) guide with more contemporary context, new tools and resources, and additional considerations around gaming.

[Responding to Blackmail](#) and [Sending Sexy Pics with Safety in Mind](#)

As blackmail and sextortion were the leading form of harassment that folks were texting us about, we sought out expertise from lawyers, mental health professionals, and advocates on the issue for our public and shareable guides.

[Online Safety Policy Recommendations for Games Studios](#)

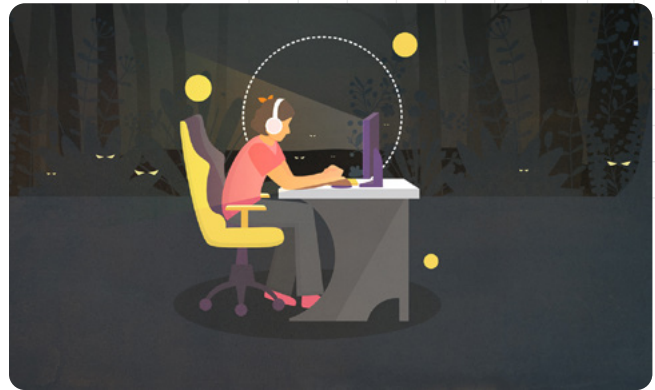
For studios who want their employees to feel safer and supported, we put together some recommendations and guidelines for how to be prepared and what to do in the event of online harassment.

[How to Build a Supportive Game Studio](#)

With burnout, turnover, and disillusionment such a long-lasting issue in the games industry, we asked our board member Dave Proctor, founder of Mighty Yell, to share what he's learned about what it takes to be sustainable and successful when it comes to your team.

[Safer Parties](#)

We talked to hosts and planners about what safer and more inclusive social events at games industry gatherings can look like. We highlighted the bigger context around the normalization of violence and marginalization in these spaces and offered actionable changes.



Accountability Support

[ReSpec](#) is our drop-in monthly meeting space for people who have caused harm and are engaged in taking ownership of their choices and behaviors and the impact they have. We want to stop the cycle of harm in our lives, and here we offer mutual support on each others' ongoing paths of accountability. Last year we focused on developing a set of shared "Roots of Accountability," five principles that repeatedly surfaced during our monthly conversations. In no particular order, they are: Living Our Values, Vulnerability, Naming Our Harm, Taking Care of Ourselves, and Connection and Support.

the culture shift project

LIFETIME IMPACT

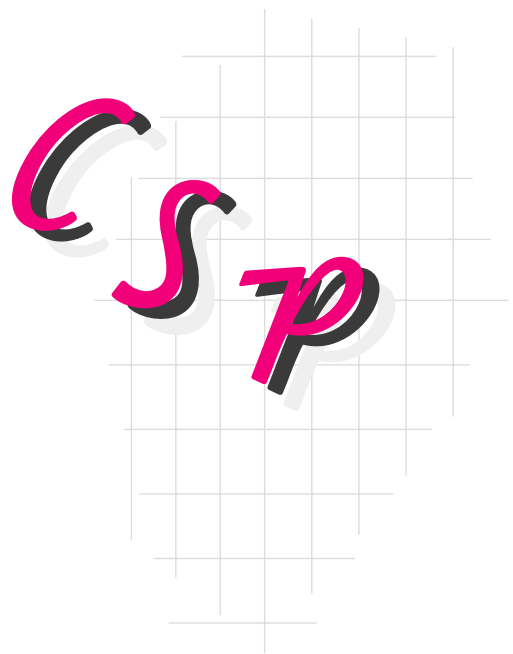
Officially launched in 2022, The Culture Shift Project was a partnership between [Take This](#) and [Feminist Frequency](#), two organizations with over two decades of history advocating for a better cultural landscape for people who make and play games.

CSP began as an adaptive three stage program for games studios to address gender-based harm across all intersections of identity in the workplace:

- **Stage 1** built a shared understanding of gender-based harm, including its subtler, more insidious manifestations in everyday microaggressions and culturally embedded elements.
- **Stage 2** built skills and empowerment, based on areas identified in Stage 1.
- **Stage 3** zeroed in on systemic structures, like policies, implementation, sustainability, and commitments to ongoing conversations and learning.

2023 IMPACT

After a year of implementing the Culture Shift Project as a series of workshop offerings in studios, last year we scaled down the scope to become a free help desk for any organizations, groups, studios, or communities who were wanting to think about addressing harm, abuse, conflict, or oppression in a liberatory way, using our lens of transformative justice. We were able to reach many more groups and studios this way.



VIDEO SERIES

Insightful and incisive video series served as the cornerstone of Feminist Frequency's work to investigate the messages fed to video game and mainstream media audiences.



Conversations with Pop Culture (2009–2012)

Where Feminist Frequency all began: more than 30 videos engaging with media, marketing, and the mainstreaming of sexism.



Tropes vs. Women (2011)

This six-part series created for Bitch Media explores the recurring stories, themes, and representations of women in Hollywood films and TV shows



LEGO & Gender (2012)

This miniseries examined LEGO's male-centered marketing and missteps when creating products aimed at girls.



Tropes vs. Women in Video Games (2013–2017)

Funded by a successful Kickstarter campaign, Tropes aimed to examine limiting, sexist patterns associated with female representations in games, and to illuminate how these patterns reinforce and perpetuate harmful attitudes about women in our culture.



Video Reviews (2015–2016)

We believe that what games have to say is as important as how well they play. Our reviews took all the elements into account to examine games from an intersectional feminist perspective.



Ordinary Women: Daring to Defy History (2016)

Funded by a successful Seed & Spark crowdfunding campaign, Ordinary Women dared to tell the stories of history's defiant women who challenged stereotypes and smashed the status quo.



Feminist Answering Machine (2017)

Activists, writers, and comics called in and left short video messages on our Feminist Answering Machine, with surprising, moving, and (maybe) educating thoughts!



The FREQ Show (2017–2018)

What do representations of gender, race and sexuality in pop culture have to do with the current social and political climate? The FREQ Show looked at the most pressing modern social issues to consider how the things that we watch, listen to, and play actively influence our daily interactions.



Queer Tropes (2019)

This miniseries hosted by Carolyn Petit looked closely at the history of homophobia and transphobia in games, the evolution of portrayals of gay relationships, and the troubling ways in which game villains have often been queer coded.



Good Tips for Hard Times (2020)

Our live-streamed interview series where, during the early months of the pandemic, we talked to smart people who have great advice to help you get through your days.

PODCASTS

LIFETIME

Entertaining podcasts—produced with the ethos that it’s good to be critical of the media you love—covered film, television, games, and pop culture from a variety of perspectives.



Feminist Frequency Radio (2017–)

In its first years, FFR was hosted by Anita Sarkeesian, Carolyn Petit, and Ebony Adams. Later, Anita was joined by Kat Spada who will continue to lead the show as an independent podcast following Feminist Frequency’s sunset. It covers everything from new release film & TV to classic cinema, and featured miniseries including *Machos: Fully Loaded*, *Cyberpunk Summer*, and *Hollywood by the Decade*.



Star Trek Podcast (2017–2022)

From deep analysis of storylines and themes to consideration of hairstyles and the handling of alien cultures, we dug deep into the adventures of contemporary *Star Trek*.



[Halt and Catch Fire Recap FREQcast](#) (2017)

We recapped the fourth and final season of this underappreciated drama following a group of brilliant, ambitious people in the early days of the PC revolution.



[Cinemaball](#) (2018)

In this limited run show, Carolyn Petit and Ebony Adams set out to find the shortest distance between two movies! Competing to form a chain of ostensibly-unrelated films, they attempted to discover just how many movies they have to watch to connect one terrible movie to another.

2023

After joining the podcast as its co-host in 2022, Kat Spada took over the helm for Feminist Frequency Radio in 2023, bringing her experience as a pop culture podcaster, writer, and entertainment industry professional to carry the torch of **being critical of the media you love**.



The year began with a mini-season themed “Eat the Rich,” where Anita and Kat discussed recent movies in the zeitgeist exploring themes of extreme wealth and privilege. In the spring, Kat was joined by guest co-host A.C. Lamberty for a 10-week limited series: “Machos: Fully Loaded.” A.C. has worked with the Directors Guild of America, and associate produced the award-winning Radiotopia podcast “The Truth.” As a filmmaker and writer, he is one of Lambda Literary’s Emerging Voices fellows. Using their feminist media criticism to look at specifics of masculinity in media, Kat and A.C. shared what fascinates, attracts, and repels them about mainstream film and television portrayals of men. The summer and fall podcast seasons covered popular movies and TV, retro media, and even sports, live music, and literary memoirs.

shows & podcasts

Members of the Feminist Frequency team have been featured guests on a variety of shows and podcasts over the years, including:



as well as...

The 1099 • Autism Acceptance Day • Ethics and Video Games • Game Dev Advice • The Gaymazing Race • Good Vibes Gaming • HaiBobby on Twitch • Idle Thumbs • Kinda Funny Gamescast • LV1 Gaming • Mxiety's Twitch Show • NDA Podcast • Queer Women of Esports • Social Priority Podcast • Spawn On Me • Tiny Island Diary • To The Woman • Trek, Marry, Kill • Twitch's The Weekly • The Two Vague Podcast • What's Good Games • Whitethorn's Games Hotline Charity Stream • Xbox Expansion Pass

ACTIVIST / 3
Anita Sarkeesian
GAMING'S FEMINIST ADVOCATE
BY WIL WHEATON

Sarkeesian has played video games her entire life. After observing that women represented only 10 percent of the audience, she launched a crowd-funding campaign to explore five common and recurring tropes in video games, and her first day and ultimately her last. She hit the big time when she also became the first woman to be named "most influential" in a segment that is now a staple of the show.

NO MORE HEROES
ONE GAMER'S



... years—and in her new video game series, she graduated to a pop culture show in 2009. In her first look on 10 regrettable Damsel in Distress would think I found something of her project.



Recent Episodes Spotlight Misogyny in Online Gaming

From Page A1
LevelUp series, saying "I cannot continue to let misogynistic speech slide." Sarkeesian undercurrent in the "a joke or a meme," he said something we need to do about it. ... thnians, whose actions during the Cross Assault were based on a comment in a game that had of- fended her. Sarkeesian had of- fended her. Sarkeesian had of- fended her.



A demonstration at Comic-Con. Trash talking is common in the world of online gaming, but women are often singled out.

Like Ms. Sarkeesian, many women gamers are documenting their experiences on blogs like "Fat, Ugly or Slutty" (whose name comes from the typical insults women receive while playing). People tried to hack and abandon anonymous play for server communities or "clans" where good behavior is the norm. In other game communities, however, sexual threats, taunts and come-ons are common.

Press

and events



PRESS

2023

Press coverage of Feminist Frequency and the Games and Online Harassment Hotline from 2023 included:

Rolling Stone: [They Fought for Diversity in Gaming. Then the Abuse Began](#)

- Elise Favis, January 26, 2023

Peabody Finds: [When Social Media Does Good](#) - January 31, 2023

GamesBeat: [Allegations of assault and drink spiking surface after GDC 2023](#)

- Dean Takahashi, March 27, 2023

Kotaku: [GDC Organizers Respond to Reports Women Were Drugged, Assaulted at Off-Site Events](#) - Alyssa Mercante, March 29, 2023

GamesIndustry.biz: [Sarkeesian: "Your DEI initiatives are making your culture worse"](#) -

Brendan Sinclair, March 29, 2023

Bloomberg: [Advocates Aim Transformative Justice Theory at Sexism in the Games Biz](#) - Cecilia d'Anastasio, April 14, 2023

IGN: [Games and Online Harassment Hotline, Take This Heads Explain Why the Industry Needs Another 'Culture Shift'](#)

- Rebekah Valentine, April 19, 2023

Kotaku: [The Brilliant Scholar Who's Challenging Racism In Game Design](#)

- Carolyn Petit, June 2, 2023

Cool Mom Tech: [This emotional support hotline for gamers is delivering mental health support one text at a time](#) - Christina Refford, June 5, 2023

Kotaku: [Video Game Conventions Are Still Hotbeds of Sexualized Abuse](#)

- Alyssa Mercante, June 10, 2023

Polygon: [Anita Sarkeesian is shutting down Feminist Frequency after 15 years](#)

- Nicole Carpenter, August 1, 2023

In addition to Polygon, coverage of Feminist Frequency's closure announcement was also covered by publications including:



LIFETIME

Throughout its lifetime, Feminist Frequency has been featured in countless media publications, including but not limited to:



EVENTS

Over the years, Feminist Frequency had a presence at a significant amount of games events, where our team was able to connect with the community of people dedicated to changing the industry for the better.

In 2023, we made appearances at the D.I.C.E. Summit, GDC, and the Games 4 Change Festival. Over the years we've participated in events ranging from educational appearances at schools, invitations to speak to companies, and many more. Our participation at leading international conferences in the industry includes:





fundraising and

Financials



**BE CRITICAL
OF THE MEDIA
YOU LOVE**



charity and fundraising

Feminist Frequency is proud of our remarkably successful fundraising efforts over the past 15 years. Through the generous contributions of individuals and organizations alike, we have not only sustained our vital work but also expanded our impact, reaching a wider audience and making substantial strides toward a more inclusive and equitable media landscape and games industry. We are grateful for the trust and dedication of our supporters, whose investments have empowered us to advocate for diversity and mental health support in games and beyond.

We are also grateful to our Champions, stream guests, and the many individuals who have charity streamed for us. Your support in raising funds for our mission and raising awareness of our work has been so appreciated.

All time raised:	\$3,185,690.94
Corporate	\$320,675.84
Charity Streaming	\$48,734.28
Grants	\$442,000
Patreon	\$168,075.04
Individual	\$2,206,205.82

FINANCIALS

We decided to close Feminist Frequency midway through 2023 and so ceased fundraising activities in July. We deeply appreciate the support of the many individuals, foundations, and corporations who made our work possible in 2023 and over the last 15 years. In early 2024 we will fully close the organization after the completion of any outstanding projects. Any resources remaining at that time will be donated to other mission-aligned non-profit organizations.

Retained from previous years: \$451,239.23

Revenue

Bank Reserves	\$167,968.00
Corporate Donations	\$108,519.00
Individual Donations	\$99,371.27
Grant Funding	\$50,000.00
Culture Shift Program Sales	\$21,009.92
Merch Sales	\$38.85
Work For Hire	\$4,500.00
Other Income (Ads, Interest, etc.)	\$1,780.54
Total Revenue:	\$453,187.58

Expenditures

Programming	\$261,379.37
Administrative	\$55,029.54
Development	\$72,049.08
Total Expenditures	\$388,457.99

Net Revenue	\$64,729.59
Restricted Funds Adjustment*	(\$217,968.00)
Closing Balance	\$72,049.08



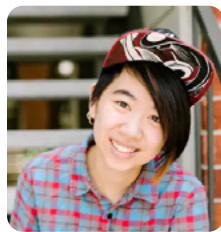
Who we are

WHO WE ARE

The 2023 Feminist Frequency Team



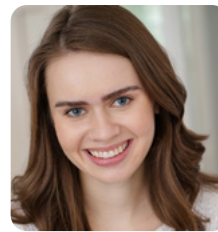
Anita Sarkeesian
Executive Director



Jae Lin
*Programs Manager and
Hotline Director*



Carl Murray Olsen
Hotline Coordinator



Caroline Rensel
*and Ariel Glassman of
Common Great, Development*



Kat Spada
*FFR Co-Host,
Communications*



Rob Pera
Audio Engineer



Kerri Stimson
*Podcast Support,
Operations Manager*



Sarah Gulde
Finances

We also want to acknowledge the Feminist Frequency Discord mods who keep our online space a safe and thriving place to build community.

The 2023 Feminist Frequency Board of Directors



Anita Sarkeesian
Chair



Dave Proctor
Treasurer



Kishonna Gray
Secretary



Cristina Amaya



Terrence Williams

Feminist Frequency Board Retrospective



Ebony Adams



Maile Martinez



April Glass



Mitu Khandaker



Felix Kramer



Carolyn Petit



Ashley Ferrell

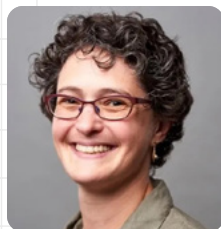


Jennifer Jenson



Katherine Cross

Hotline Advisors



Eve Crevoshay



Kishonna Gray



Dr. Sarah Hays



Leigh Honeywell



**Christopher Vu
Gandin Le**



Kat Lo

Embrace
~~Never~~ Change!
xoxo
jae

THANKS FOR
ALL THE
MEMORIES!

♡ ANITA

§
* You all made
* this year
awesome! ♡
♡, Kat A.
★

Congrats on graduation!
♡, Sarahilde

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frequency



thank you!