A JOURNEY TO IMPACT

CO-CREATED WITH
ASHOKA, GEORGETOWN UNIVERSITY, IMPACT HUB, PORTICUS, SKOLL FOUNDATION & SYNERGOS

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A LETTER FROM
THE LEADERSHIP TEAM

Being part of a movement is personal. It is also aspirational. To be part of the wellbeing movement for social change is rooted in the belief that challenges can be overcome; that innovation can create solutions, and that all social changemakers—no matter their background—can lead healthy, balanced lives. Above all, to play your part in catalyzing a culture of inner wellbeing is to be optimistic that change is possible.

Together, we are transforming optimism into action. There have been many remarkable examples of this since we shared last year’s Impact Report. This year, we brought more than 1000 changemakers together in Bilbao, Spain, for The Wellbeing Summit for Social Change. This event represented over three and a half years of work and dedication from our team and coalition of partners. A global network came to life, as seen with multiple community groups now forming to co-create hubs and mini-Summits around the world.

Growth and evolution has also occurred within community groups that The Wellbeing Project holds, examples of which can be seen through the pages of this report. Pioneering research has continued to be developed with highly regarded research partners exploring connections between organizational wellbeing and organizational impact, as well as intergenerational trauma. This collective effort has gone a long way to document and showcase the ripple effects of inner work on the lives of social changemakers.

The past year has not been without its challenges, as we have seen social changemakers and frontline workers being called upon to do even more. While they are tackling some of the world’s most complex issues, they continue to work in chronically under-resourced environments. Support for wellbeing at all levels continues to lag far behind the urgent need for wellbeing in the sector.

But whether it’s raising awareness, driving shifts in policy, communication, and action around wellbeing—we are ambitious. So are you. We’re proud of what we’ve accomplished so far and we’re grateful to be on the journey with you.

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EXECUTIVE SUMMARY
WELLBEING INSPIRES WELLDOING

Through the years of collectively catalyzing greater wellbeing in the social change sector, we’re seeing greater maturity, dedication and engagement among our network members.

Together, we have:

- Expanded our coalition of 400+ organizations who are together providing wellbeing support to hundreds of thousands of changemakers.
- Developed new waves of activity with some of our community networks, like our university network - WISE, which has grown to 100 members globally. Other networks formed, demonstrating their readiness to begin a journey around wellbeing in the sector, like the Funders + Wellbeing Group.

The Wellbeing Summit for Social Change (June 1 - 3) convened 1000+ changemakers from 85 countries.

- The Summit was a great success and sparked a global network. It also defined our strategic framework for the next three and a half years which will center a networked approach.
- In an ongoing effort to make sure this work is reaching all parts of the world, we continue to prioritize diversity, equity and inclusion. As part of that initiative, we ensured that The Wellbeing Summit for Social Change was over 50% diverse as a way to make sure that the experience and learnings were accessible for all parts of the world and the sector.

In pursuit of continuing to meet the demands of this next wave of catalyzing, with a network approach at the heart, we are strengthening our collective capacity to support the next wave of social changemakers.

- After successful collaborations on the Think Tank, Georgetown University joined us as a new Co-creator of the project. They are the first University to join as a Co-creator, bringing a different perspective and orientation to the co-creation team.
- We have continued to work on research that will position us to launch three reports in 2023: Intergenerational Trauma, Organizational Wellbeing, and Teacher Wellbeing.
- We are developing an organizational framework that is emergent and co-creative, lead by a newly formed leadership team.
Our inaugural research report* established the first research base linking wellbeing and the way social change happens at individual, organizational, and societal levels and provided a foundation for additional research advancing knowledge about the importance and impact of cultivating people’s wellbeing across the social change sector.

During 2022 there have been developments that build on this important foundation, including new areas of research carried out by our team and research partners.

**ORGANISATIONAL WELLBEING**

During 2022, the Tavistock Institute worked with the Organizational Exploratory Program team and participants to present research findings at The Wellbeing Summit for Social Change - a great, engaging session on why workplace wellbeing is essential for this sector.

Participating organisations of the OEP program are receiving reports documenting their unique three year wellbeing journeys to date, using a huge variety of qualitative research methods including a Social Dreaming Matrix, Focus groups, and Document analysis.

In 2023, a Research Report concluding the first 3 years of the OEP program with our research partners Tavistock and Center for Healthy Minds is planned to be released in 2023.

**TEACHER WELLBEING**

The Teacher Wellbeing Group is a collaborative initiative convened by the World Innovation Summit for Education (WISE), an initiative of the Qatar Foundation, and The Wellbeing Project, to advance the inner wellbeing of teachers and educators worldwide.

From July 2019 to March 2022, The Wellbeing Project conducted a scoping literature review on teacher wellbeing which included case studies from Cambodia, Kenya, and Qatar. This work was done in partnership with the Center for Health Policy and Inequalities Research at Duke University. The literature review documented supports and barriers to teacher wellbeing and revealed gaps needing future exploration.

The research was launched during WISE 2021 in Doha followed by a virtual launch in March 2022. The first phase of research revealed significant gaps in our understanding of teacher wellbeing as well as a lack of overall support for teacher wellbeing. For example, none of the studies to date include policy-level interventions. There are also limited studies targeting the wellbeing of teachers in Latin America, Africa, and the Middle East. In collaboration with WISE, The Wellbeing Project and University of Illinois at Chicago (UIC), the first phase of work on teacher wellbeing will be extended.

This second phase will start at the end of 2022 with a research study at the global level exploring the relation of teacher wellbeing to student learning (e.g. academic achievement) and wellbeing through (1) a scoping review, which will incorporate relevant literature related to Pre-K to grade 12 and (2) Interviews/focus groups with educators in six countries (Canada, Colombia, India, France, Qatar and Australia) and students across five countries (Canada, Colombia, India, France and Australia) to share their perspectives on the topic. The research will be published during WISE gathering at the end of 2023 in Doha, Qatar.

**FUNDERS + WELLBEING RESEARCH**

The need for wellbeing in the sector is not being met with support at all levels and questions about who funds wellbeing are surfacing across The Wellbeing Project’s initiatives and the sector.

In response, the Project is hosting a two-year funders’ community of practice leveraging the collective wisdom of participants to explore philanthropy’s current and potential role in advancing inner well-being for the social change sector. Informed by the findings of TWP’s initial research study, as well as focus group discussions with funders, the research team developed and implemented a wellbeing survey to document the philanthropic sector’s understanding and support of well-being at the individual, organizational, and sector level.

This work is supporting TWP’s overall research strategy.

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BEING & TRANSFORMING THINK TANK WITH GEORGETOWN UNIVERSITY

Over the past three years we have been convening a global Think Tank in partnership with Georgetown University. The Think Tank explores the relationship between the inner self and the outer world so that an inner wellbeing orientation deeply informs the social change sector’s thinking and work, including educating the next generation of changemakers.

OUR THINK TANK WITH GEORGETOWN UNIVERSITY AIMS TO:

- Develop new lenses that foster new insight and understanding, enable empathy, and inspire more meaningful and effective social change work.

- Focus on developing systemic lenses that help reshape orientations and empower the kind of social change that we need in this generation, rooted in research literature, and shaped by interdisciplinary and cross-sector global perspectives.

- The Think Tank’s work is global, looks to honor the voices of those who have already been engaged in these areas for a long time, and actively seeks to converge with the Wellbeing Project’s emphasis on Art and Culture.

- Strengthen the impact of many efforts throughout all levels of Georgetown’s curriculum to support research-informed educational innovation.

The first major initiative has focused on Intergenerational Trauma. In the meta research project, the goal is to synthesize diverse perspectives on trauma and intergenerational trauma, in order to inform practices that can ultimately lead to healing, at both an individual and societal level. A broader goal is to make this knowledge accessible to the larger community through innovative and creative dissemination methods. Some of these methods include: associate voice papers, an article series, and webinars, among others.

At The Wellbeing Summit for Social Change, we were able to bring this topic to the forefront by weaving it into many different forms of exploration; from educational talks to art experiences and workshops.

The next major research initiative is on Ecological Belonging. Our 2025 Wellbeing Summit for Social Change will also explore this topic.

THIS WORK EXISTS TO EXPLORE QUESTIONS SUCH AS:

HOW CAN THE PLANET AND HUMANITY BE WHOLE AGAIN?

WHAT DOES IT MEAN TO BELONG?

WHAT ARE THE SYSTEMIC LAYERS THAT HAVE LED US TO DEVIATE/FORGET?

“REMEMBER THIS: THE LESSON OF JAN KARSKI”, a Georgetown performance at The Wellbeing Summit for Social Change starring Academy Award nominee David Straitharn. This piece was chosen as an artistic exploration of intergenerational trauma.
THE WELLBEING, INNOVATION, AND SOCIAL CHANGE IN EDUCATION (WISE) NETWORK

The Wellbeing, Innovation, and Social Change in Education (WISE) Network is a coalition of richly diverse, leading higher education institutions and organizations that are committed to catalyzing a culture of inner wellbeing within the social change education field.

WISE is co-founded and co-curated with Stanford University’s division of Health and Human Performance, the University of Virginia Contemplative Sciences Center, and The Innovation and Team-Entrepreneurship unit of Mondragon University - School of Business: Mondragon Team Academy.

THE GROUP’S OBJECTIVES ARE TO:

- Do research and scholarship within the field.
- Raise awareness, prominence, and funding for the global movement we are co-creating.
- Catalyze purposeful collaborations and create a global movement in social change education.
- Share best practices and tools for transformative learning experiences (curricular, co-curricular, and extracurricular).
- Create new models and tools for the field.

We are seeing significant increases in cases of burnout and mental health challenges within the field of social innovation. In response, we exist to catalyzing a culture of wellbeing, both individually and systemically, within social change education.

This is the first year of a three-year process. Our year officially started with our gathering at The Wellbeing Summit for Social Change in June 2022, and continues with Online Gatherings, Talks, Workshops and other in-person gatherings every year.

WISE is a community of more than 200 people from over 76 Member institutions from all continents, and which is seeking to grow to over 100 by the end of the year.

These member institutions are collaborating in “working groups”, on ongoing projects that address the central issue of how this network is valuable to their own professional development, and the aspirations for the future of the organization or unit in which they work.

Working groups include broad groups open to everyone, to develop new frameworks and models regarding curriculum, resources and new forms of pedagogy, to community, storytelling, and addressing existent wellbeing barriers.
ORGANISATIONAL EXPLORATORY PROGRAM

The Organisational Exploratory Program (OEP) is an initiative of The Wellbeing Project.

The OEP hosts global mission driven organizations experimenting with, and integrating wellbeing on multiple organisational levels.

The Program entered its third year in 2022 and these diverse organizations are demonstrating, through modeling and prioritising wellbeing, that social change can happen in a more sustainable and healthy way, while contributing to a wider shift in their ecosystems.

The cohort has achieved incredible progress in placing wellbeing at the core of their organisational culture, especially during challenging external landscapes.

Their wellbeing efforts are supported by local coaches, virtual and in-person facilitated gatherings, and in collaboration with qualitative researchers.

HIGHLIGHTS FROM 2022

► All eight participating organisations attended a facilitated in-person gathering in Bilbao, Spain in May 2022 - there was such joy and celebration in being together in person for the first time since 2019. A deepened understanding of many theories and complexity frameworks was shown, having put them into very real practice over the last two years.

► The diverse organisations have moved through varying degrees of political, economic and environmental crisis and intensity in their own contexts, as well as Covid-19. An increased focus on wellbeing has supported the shift from reactive to creative mindsets and a deeper appreciation of healthy tensions and polarities in supporting these very challenging times.

► We saw the end of a helpful Recalibrate and Reconnect program - reconnecting to selves, each other, and mission after the turbulent previous year.

► Many organisations have moved from a microshift approach into integrating wellbeing institutionally.

► OEP participating organisations are now contributing to a sector wide culture shift through working on wellbeing in the wider ecosystems in which they work.

► The Wellbeing Project, and participating organisations, are engaging with various audiences to showcase our learnings on why the case for wellbeing is essential to the social change sector, and needs adequate resourcing.

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ECOSYSTEM NETWORK

The Ecosystem Network (EN) is a global network of organizations which has been working since 2016 to:

- Explore how the topics of inner wellbeing and social change can be incorporated into members' organizations and into the field of social change more broadly.
- Enable opportunities for members to convene, continue building the community and strengthen their relationships and trust. Create spaces for the network members to share knowledge and have discussions related to wellbeing in various forms, with their peers across the world.
- Help members explore and engage further with their inner wellbeing journeys. Disseminate knowledge and insights from the Project and members organizations’ to the wider social sector.

Currently, the network has 89 member organizations. They play key leadership roles around the world and their focuses vary among areas such as: youth, gender equality, education, migration, social entrepreneurship, and environmental sustainability.

The map below shows the number of member organizations in each region of the world.

IN PERSON GATHERINGS:

WELLBEING FORUMS:

THEMATIC CALLS:

ECOSYSTEM PATHWAYS:

GROWTH & INNOVATION FUND

KEY ACTIVITIES FROM THE ECOSYSTEM NETWORK’S 2022 LEARNING JOURNEY:

The Ecosystem Network day gave participating members the opportunity to connect and reconnect in-person after more than two years post-pandemic and welcome new peers to the network. This day also served as a gentle introduction to The Wellbeing Summit For Social Change (June 2022) as it took place just before. Some of the sessions formed a journey to the Summit by focusing on the importance of art for wellbeing.

Which are quarterly meetings that serve as moments of connection for the network. They help the Project to continuously listen to the members’ needs, keep members connected, as well as to share important information from The Wellbeing Project or other member organizations with the broader community. One of the most relevant Forums this year was the one in September, where we shared The Project’s new strategy with the network, captured feedback, and asked the members what role they see themselves playing within the broader movement. The conversation will continue in the December Forum.

Such as a meeting focused on Intergenerational Trauma which will take place this year. For this call, the EN has been invited along with some other communities to participate and give feedback before the research paper, developed by Georgetown University and The Wellbeing Project’s Think Tank is published.

The Wellbeing Summit for Social Change marked a ‘before and after’ not only for The Wellbeing Project but also for the Ecosystem Network. In response we have been working at a more strategic level, developing tools such as:

This quarterly newsletter is co-created by and for the members. Its first edition was launched in September 2022. It helps the network to stay connected and is a great tool for spreading and sharing all the network’s expertise, activities and events. The newsletter covers content at a personal, organizational and systemic level.

The Wellbeing Project, together with Impact Hub, are creating this Fund for Ecosystem members and the community to support them in integrating inner wellbeing oriented knowledge and best practices into their programs and initiatives.
ECOSYSTEM NETWORK
The Growth and Innovation Fund, created together with Impact Hub, will provide grants to social change organizations ready to pilot, innovate or scale wellbeing initiatives.

THE MAIN OBJECTIVES OF THE GROWTH + INNOVATION FUND ARE TO:

**SHIFT**
Shift capital to serve more regenerative practices and attention to wellbeing.

**IDENTIFY**
Identify, fund and support catalytic wellbeing innovations and interventions of social change organizations.

**BUILD**
Build capacity of social change organizations to build the wellbeing aspects of their organizations in sustainable and resilient ways.

**ACCESSIBILITY**
Make wellbeing more accessible for the field of social change and impact philanthropy globally.

This initiative was presented for the first time to different communities of the project (LPG, EN and other foundations) during The Wellbeing Summit for Social Change in order to refine its design.

The feedback received has been incorporated and will allow us to continue advancing our efforts towards building a unique funding mechanism which will continue to catalyze greater wellbeing in the sector.

FUNDERS AND WELLBEING GROUP
The Funders & Wellbeing Group (FWG), in partnership with The Robert H. N. Ho Family Foundation Global, is a global learning community for foundations and grantmakers to explore the link between inner wellbeing and sustainable social change, to experiment with ways to put it into practice, and contribute to a culture shift in the philanthropic ecosystem.

FWG is our newest learning community- being officially launched in June 2022- and is part of our growing work with diverse philanthropic actors. We believe that working with philanthropy is essential and strategic to shifting norms in the social change field. We saw the need to support funding organizations in their journey to embed inner wellbeing internally and for the partners they support.

The group currently comprised of 13 funding organizations. They are ready to lead by example in normalizing and increasing access to inner wellbeing for changemakers and have the following shared aims to increase funding organizations’ regard and communication of wellbeing as essential to sustained, effective social change; comfort and confidence to acknowledge and address complex intersecting topics such as power, equity, justice, trauma, healing; demonstration of practices that purposefully increase wellbeing for stakeholders; and to support participants to actively take steps to influence and shift the field of philanthropy in similar ways.

In the first half of 2022, we hosted several virtual open invitation discussions convening 100+ philanthropy professionals from around the world to share their own experiences and help us establish the current context of funding and wellbeing. From these events we created a summary that was shared with the philanthropic community.

KEY INSIGHTS FROM THESE DISCUSSIONS:

- Participants told us that the wellbeing of all stakeholders is essential and crucial to effective social change.
- They described observing that most nonprofits don’t or can’t prioritise taking care of themselves and are reaching breaking points.
- One participant shared that ‘It feels like we’ve adopted the culture of what we’re trying to change’.
- Another shared that ‘philanthropy is known to be an unfair game’.
- Participants stressed that addressing deeply rooted trauma among grantees that funders might not be able to relate to is a complex and necessary process.
- Many participants shared the sentiment of the statement that ‘It seems only well-resourced organisations can implement wellbeing - it’s a question of privilege.’

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THE LEARNING PARTNER GROUP (LPG)

The Learning Partner Group (LPG), was convened at the beginning of 2016, with the aim to engage leaders of key global institutions in the world of social change in a learning journey. The leaders are invited to learn from and help guide the research and other key areas of learning; to learn from the work of each institution in their networks, and support the overall evolution and strategic direction of the Project. Today, more than ten world-leading organizations in the Social Change field are members of the LPG initiative.

The methodology models and embodies personal wellbeing and reflection as the basis leading to a shared group vision and collective aspirations that lead to collective action.

THE OBJECTIVES OF THE GROUP ARE TO:

- Learn from and help guide the research and other key areas of learning of the Project such as the Organisational Exploratory Programme and the WISE Network.
- Learn from the wellbeing related work of each institution in their networks.
- Explore the question “what support can be provided to support more broadly the wellbeing of people in the field of social change?”
- Help guide the overall evolution and strategic direction of the Project.

The LPG started its journey 7 years ago. Many of the members, leaders to their organisations, are pioneering putting wellbeing support within their communities.

LPG has had quarterly meetings throughout the year. Also, members attended a facilitated in-person gathering in Bilbao, Spain in May / June. It was a day full of discussion and analysis on what’s to come for TWP and a joyful and reconnecting day after years from the last in-person gathering.

The LPG has played a critical role in the reflection on the project’s strategic evolution. The group has helped with the Summit 2022 experience debriefing and the comprehension of the potential of the ripple effects. It has also shared considerations for the next Summit. Moreover, it has offered guidance on TWP’s new Networks Approach strategy and much more.

CORPORATE AND ACADEMIA GROUP (CAG)

As a result of the global pandemic, the Corporate and Academia Group (CAG) was created to bring together 12 corporate and academic leaders to contribute to the field of social change by sharing their knowledge of wellbeing and broader corporate practices. This novel initiative offered a space for reflection and discussion where members had the opportunity to deepen their own understanding of organisational wellbeing in dialogue with each other. Members are learning what empowered organisations to shift their corporate culture to incorporate wellbeing.

In 2022, we have grown our work in the corporate sector to partner with and share learnings between other sectors, as well as redesigning the initiative to have a greater impact on organisational wellbeing.

THE TEACHER WELLBEING GROUP

The Teacher Wellbeing Group is a collaborative initiative convened by the World Innovation Summit for Education (WISE), an initiative of the Qatar Foundation, and The Wellbeing Project, to advance the inner wellbeing of teachers and educators worldwide.

Through pioneering research, global advocacy efforts, and community-building, we are working to shape a future of education where wellbeing is fundamentally integrated and prioritized at every level of our education systems.

The Teachers’ Wellbeing Group formed by global and regional senior leaders serves as an advisory group for the Teacher Wellbeing research.

They will meet in January, March and June 2023 with the Research Team at UIC, WISE and The Wellbeing Project.

Following the research being published during WISE at the end of 2023 in Doha, Qatar, the intention for the next steps with the research and network is to:

- Implement the results in selected regions, communities and programs.
- Serve as a segway to co-create a vibrant learning community of practice with leaders from the education field, teachers and learners to share best practices that support wellbeing and advance the research agenda.
- Amplify the reach and importance of this topic globally, make it more accessible, and more impactful.
From May 31 to June 3 2022, The Wellbeing Project convened changemakers from around the world in Bilbao-Biscay, Spain, to deepen and accelerate our collective mission of catalyzing a culture of inner wellbeing in the social change sector.

OVER 55% OF THE GUESTS ATTENDING WERE DIVERSE.

1000+ IN-PERSON PARTICIPANTS FROM AROUND THE WORLD

1000 + Virtual Participants  201 Global Artists  61 World Renowned Speakers

THE WELLBEING SUMMIT PARTICIPANTS CAME FROM 85 DIFFERENT COUNTRIES

- Europe: 43.4%
- North America: 25.7%
- South America: 11.2%
- Asia & Middle East 9.8%
- Africa: 9.6%
- Australasia: 0.3%
THE SUMMIT INVESTED 1.1M EUROS IN THE LOCAL BILBAO-BISCAY ECONOMY

GUESTS BIGGEST TAKEAWAYS

A BROAD RANGING ARTS PROGRAM FEATURING GLOBAL RENOWNED ARTISTS

At The Wellbeing Project, we believe that the arts play an integral role in the development of a new language for inner wellbeing and social change. The arts can provide a deeper understanding and expression of the human experience. They do this in a way that is transcendent, crossing cultural and linguistic borders.

At The Wellbeing Summit for Social Change, the program was designed for attendees to experience wellbeing through the arts, to provoke a transformative personal experience that leads to collective understanding and action.

THE SUMMIT EXCEEDED EXPECTATIONS OF OVER 86% OF OUR PARTICIPANTS

The inclusion of arts was extraordinary and merged with the programme in a way I have never witnessed before.

LOCAL IMPACT
ARTIST TRACK
The Artist Track included 12 commissions of new, risk-taking work from remarkable contemporary artists across the globe. We were supported in our selection of artists by Vicente Todoli, the famed former Director of Tate Modern.

EXHIBITIONS
The Summit’s artistic program included exhibitions that offered an opportunity to engage with a broad range of multimedia works by major artists that represent partnerships with many organizations around the world.

“...The arts have a unique power to express ideas and emotions in new ways, to create experiences that have a profound impact on our lives, and to help us make sense of the world around us.

The Arts Program at the Summit invited us all to embark on a creative journey together; a journey that I hope activated our whole selves and continues to resonate in our hearts and minds long after the event.”

MANUEL BAGORRO
Arts Curator,
The Wellbeing Summit for Social Change

PERFORMING ARTS
Our performing arts program included concerts, shows and creative invitations that were open to the public as well as performances in Summit plenary sessions, workshops and creative labs.
WHAT OUR PARTICIPANTS SAY

“Thank you The Wellbeing Project for dreaming this dream with and for all of us. For the reminder and affirmation Wellbeing inspires Welldoing. This project is a movement.”
Jasmeen Patheja
Founder, Director, Blank Noise

“#TWBS22 has helped me develop a deeper appreciation for the different historical and intergenerational traumas people are living with and through across the globe. I also see universal belief in changemakers across the globe that healing restoration & liberation are possible.”
Nora Murphy Johnson
President & Co-founder, Inspire to Change

“The Wellbeing Summit for Social Change was the most transcending and grounding gathering I’ve ever attended, with one touching, inspiring and motivating talk and artistic performance after another from around the world.”
Sennay Ghebreab – Associate Professor, University of Amsterdam & Scientific Director, Civic AI Lab

SOCIAL MEDIA HIGHLIGHTS

80% of our participants said they would definitely attend our 2025 Summit

49.1K*
Social Engagements: (Likes, Comments, RTs, Shares)

340K
Total Reach & Impressions of Project’s owned posts across channels

13K
TWP YouTube Views of Summit content from May-June 2022

*Tracked Online Conversations around #TWBS22 #TWBS2022 from May-June 2022
THANK YOU TO OUR SPONSORS AND PARTNERS

You made our first Wellbeing Summit for Social Change a truly catalytic event!

CO-CREATORS

INSTITUTIONAL AND CORPORATE PARTNERS

ARTS PROGRAM PARTNERS

EDITORIAL PARTNERS

OTHER PARTNERS

THANK YOU TO OUR DONORS

Greater access to inner wellbeing for all changemakers is a collective effort.
Our impact would not be possible without your continued support.

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David Arison
Diana Amoa
Emily Eldredge
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IN MEMORY OF AUGUSTO CARRARESI
FORD FOUNDATION
Nommontu Foundation
The Robert H. N. Ho Family Foundation Global
TOGETHER, WE ARE CATALYZING A CULTURE OF INNER WELLBEING FOR ALL CHANGEMAKERS