

incredible WOMEN

A celebration of the women who inspired us this year

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#ImWithHer#BelieveWomen
#MyJobShouldNotIncludeAbuse
#ImANastyWoman#EqualValue
#YesAllWomen#BlackLivesMatter
#EverydaySexism#TimesUp
#BlackGirlMagic#HeForShe
#MarchForOurLives#WhatIf
#MeToo#PeriodPoverty#Beychella
#OprahForPresident#ICallBS
#WomensReality#WomensMarch
#OneYearStronger

IN ASSOCIATION WITH
ESTÉE LAUDER

One Year Stronger

For 2018's **Incredible Women** list, our fourth annual celebration of the women who have inspired and empowered us over the last year,

there was one indisputable starting point, and not only because it marked the beginning of our 12-month period. Last October, the #MeToo movement erupted when revelations of sexual misconduct in the film, fashion and other industries broke. It was a reckoning that shook the world and shifted the culture, and has remained the backdrop to every discussion. It also inspired the theme of this year's list: One Year Stronger. For in the wake of those revelations, women have stood up and spoken out – whether on sexual abuse, women's rights, gun control or equal pay – in an unprecedented show of unity and intent, and come through looking, feeling and being stronger than ever.

Alongside the countless game-changers and groundbreakers featured in these pages, we are also honoring those Voices that made the world stop and listen – from EMMA GONZÁLEZ to OPRAH WINFREY – as well as the journalists who told the stories that needed to be told, among them *The New York Times* writers MEGAN TWOHEY and JODI KANTOR, who broke the Weinstein story. And lest we forget the women who brought us joy – we share our 10 most life-affirming moments of 2018, which includes the wedding of MEGHAN, Duchess of Sussex, a hugely popular addition to the British royal family and, significantly, already a successful actress, activist and businesswoman in her own right. In addition, we asked six global heroines, including NICOLE KIDMAN,

KARLIE KLOSS and CHIMAMANDA NGOZI ADICHIE, to nominate their unsung heroines, in the hope of telling stories about women that don't necessarily get reported on. Because, as we see it, being an incredible woman isn't about being famous, it's about inspiring others through action.

Finally, we are proud to share four exclusive letters, including one by MERYL STREEP written about why we need journalists now more than ever. Joining hers are letters by CAMERON RUSSELL addressed to the fashion industry, TIFFANY HADDISH to her 18-year-old self (a letter of encouragement that all self-doubters should read), and EMMA WATSON to SAVITA HALAPPANAVAR, whose tragic death in 2012 led to this

year's historic vote in Ireland to repeal the ban on abortion. We hope these letters, and the list more broadly, stir you to stand up and speak out on the issues that matter to you.

Ajesh Patalay
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#IncredibleWomen



The Women Behind Time's Up

In a decisive show of unity, 300 women in Hollywood – including actresses **REESE WITHERSPOON** and **ASHLEY JUDD**; producer **SHONDA RHIMES**; and Universal Pictures chairman **DONN LANGLEY** – put their names to a full-page open letter in *The New York Times* on January 1, announcing the Time's Up movement. (The letter followed a similar one published in *Time* magazine in November 2017 from the Alianza Nacional de Campesinas, written on behalf of 700,000 – mostly Latina – female farmworkers.) Born in response to revelations of sexual misconduct about Harvey Weinstein, the Time's Up campaign aims to reach beyond Tinseltown to combat sexual harassment in all spheres, with the establishment of a \$13million legal defense fund to help women in less privileged professions. It has also led to a new Commission on Eliminating Sexual Harassment and Advancing Equality in the Workplace, chaired by Washington lawyer and academic **ANITA HILL** (US), who is best known for her high-profile 1991 allegations of sexual harassment against Supreme Court incumbent Clarence Thomas – a watershed moment in the fight against workplace sexual misconduct.



HILL says
"It is time to end the culture of silence. I've been at this work for 26 years. This moment presents us with an unprecedented opportunity to make real change."



RHIMES says
"If this group of women can't fight for a model for other women who don't have as much power and privilege, then who can?"



Women of Action working to change the status quo

Courteney Monroe

Chief executive officer of National Geographic Global Networks, **COURTENEY MONROE** (US), is the brains behind the TV channel's expansion into scripted content, which has already seen it strike gold with *Genius* and *The Story of God*, both of which have been renewed for third outings. Making the shift from mediocre "male-skewing reality shows [and] survival shows" to authentic, fact-based storytelling has set the channel apart from its competitors.



MONROE says "My sister and I were raised to believe that we could accomplish anything we set our minds to and that there were no rules about gender. It was all sort of irrelevant. If you set your mind to something, you could achieve it, and I take that with me wherever I go."

MONROE says

"My sister and I were raised to believe that we could accomplish anything"

Tina Tchen

When Alessia Cara was the only woman to win a major Grammy award in 2018, it resulted in widespread criticism of the Recording Academy, the organization that oversees the awards, leading to the formation this spring of a new task force for inclusion and diversity, led by lawyer **TINA TCHEN** (US). A former assistant to President Obama and chief of staff to Michelle Obama,



Tchen, 62, is determined to create better opportunities for women in the industry, co-leading the Time's Up Legal Defense Fund and advising companies on gender equality and diversity in her position as partner with firm Buckley Sandler.



Unsung Heroines

NICOLE KIDMAN
actress

nominates

WEKOWEU (AKOLE) TSUHAH
activist

"From a rural, farming, indigenous community in the mountainous state of Nagaland in northeast India,

Wekoweu is the first generation of women in her family to get an education. In her part of the world, women have been excluded from decision-making for centuries and lack recognition because they do not own land. Armed with her education, Wekoweu has become a voice for the voiceless. Working with NEN, a women's rights organization supported by UN Women, her focus is on building awareness of the rights of rural women, on land rights, on inclusion in politics, and creating change.

Equal wages and separate public toilets for women are just two of the many victories she has fought hard to win."



#IncredibleWomen

Period Poverty Campaigners

Launched last year by 18-year-old activist **AMIKA GEORGE** (UK), alongside 23-year-old *Sunday Times*

Style columnist **SCARLETT CURTIS** (UK) – founder of activism platform The Pink Protest – #FreePeriods is an initiative to combat period poverty. A recent report estimates one in 10 girls in the UK cannot afford sanitary products, with many missing school every month when they're menstruating because they feel shame or embarrassment. Another study links period poverty in young women to higher levels of anxiety and depression when they're adults. This spring the campaign pressured the government to secure £1.5million to tackle period poverty.



GEORGE says "These are girls my age, and as young as nine or 10 years old, who are literally missing out on their education because they can't afford sanitary protection – some of them were using toilet paper, newspaper, socks, anything they could find, instead of pads or tampons."



Riders for Inclusion



"I have two words for you: inclusion rider," said Frances McDormand at the end of her Oscar acceptance speech. It was a blazing endorsement of a legal template co-authored

by founder of the Annenberg Inclusion Initiative at the University of Southern California **DR STACY SMITH** (US), lawyer **KALPANA KOTAGAL** (US) 40, and producer/actress **FANSHEN COX DIGIOVANNI** (US), 48, which is making waves in Hollywood.



The rider enables directors and stars to add a clause to their contract – for example that women, people of color or from the LGBTQ+ community be considered for roles or crew – to ensure diversity off-screen and on, so "[the roles in the film] reflect the world in which we actually live," says Smith.

The Modern Day Suffragettes

This year, Emily's List president **STEPHANIE SCHRIOCK** (US) helped secure a record number of women to run for US elections – more than 500 for seats in the House and the Senate. Started in 1985 to support pro-choice Democratic women candidates, Emily's List has grown into the nation's largest seeding, support and lobbying resource.



Schriock, a 45-year-old Minnesota native, took the reins in 2010 and has been training hundreds of women interested in government, including 2020 Democratic presidential front-runner Elizabeth Warren. **SCHRIOCK** says "Right now, women are less than 20 percent of Congress and the US is ranked 99th in the world for women in government... Fortunately, we're changing that with more than 18,000 women since election day reaching out to Emily's List for help running for office."

Fighting against the tidal wave of despondency after Trump was elected, nonprofit, nonpartisan VoteRunLead was founded by **ERIN VILARDI** (US) to train women to run for office. With diverse representation as its watchword, it has already schooled over 25,000 women.



VILARDI says "I have long believed that the world would be a better place if more women were in power."

Beatrice Fihn

In a year overshadowed by nuclear posturing between North Korea and the US, it was gratifying to see activist **BEATRICE FIHN** (Sweden) recognized last December with the Nobel Peace Prize for her work as head of the International Campaign to Abolish Nuclear Weapons. In pursuing the campaign's goal to see the nigh on 15,000 nuclear warheads currently in existence destroyed, the 36-year-old Gothenburg native has been instrumental in bringing together 468 partner organizations and 101 countries in support of the Treaty on the Prohibition of Nuclear Weapons, which will become law if 50 countries sign up to it. Fihn jointly accepted the award with Hiroshima bombing survivor Setsuko Thurlow.



FIHN says "Nuclear bombs are a very old-fashioned weapon... you can't fight terrorism with a nuclear bomb."



Unsung Heroines

KARLIE KLOSS
supermodel
nominates

ELLEN MARY HICKMANN
director of professional learning at Turing School of Software and Design

"Ellen Mary is an unsung hero for her tireless, invaluable work to bring computer science education to the masses.

Something I've learned through my work with Kode With Klossy is how critical it is to not only provide computer science education to students, but to the teachers themselves. Ellen Mary does exactly that – working directly with teachers to ensure they have the skills to teach code and that their classrooms are engaging and inclusive, particularly for students from diverse backgrounds. A good teacher has the power to change a student's life, and thanks to Ellen Mary, there will be more and more teachers making an impact in STEM education."



MARTIN says

"A woman's body is no one's property but their own, and it's time the law recognised this"

#OneYearStronger

incredible women

Claire Nouvian

Environmentalist **CLAIRE NOUVIAN** (France) led the successful campaign to set up an EU ban on pulse fishing – a practice that uses potentially harmful electric currents which disrupt the ecosystem – and was awarded the 2018 Goldman Environmental Prize for her ongoing efforts to protect the sea and endangered species. In 2015 a new genus of bamboo coral was named after her: *Cladarisis noviviana*.

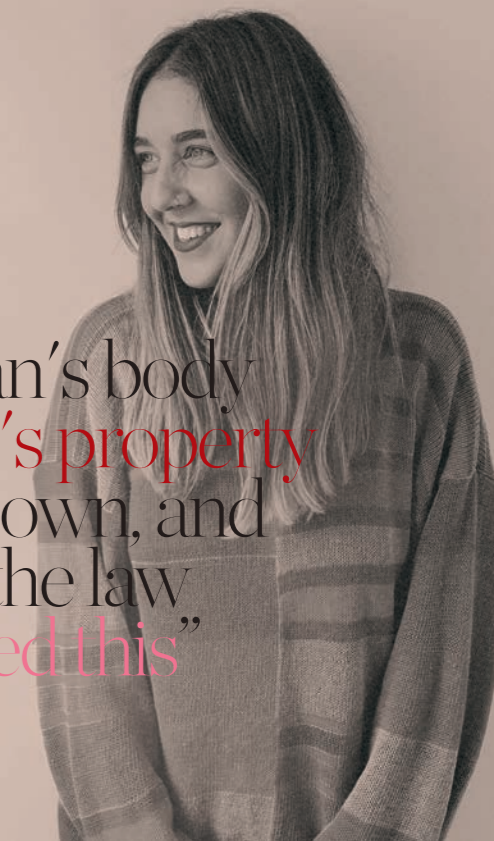


Citizen Activists

After two men took upskirt photos of her, **GINA MARTIN** (UK), 26, couldn't get the police to listen to her claims of assault. The incident mobilized Martin to petition the government to #StopSkirtingTheIssue, with the hope of making upskirt photos illegal under the 2003 Sexual Offences Act. Another flash activist, **ELIN ERSSON** (Sweden), 21, ran a Facebook Live stream on a flight from Gothenburg (to Istanbul) to



protest the deportation of an onboard Afghan asylum seeker. Ersson refused to sit unless he was taken off the plane – which he eventually was, along with Ersson.



Women of Action

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