



NO MORE

IMPACT REPORT 2023



10 YEARS

TOGETHER WE CAN END DOMESTIC & SEXUAL VIOLENCE



NO MORE is dedicated to ending domestic and sexual violence by increasing awareness, inspiring action and fueling culture change.



Message from CEO & Chair

2023 marked NO MORE's 10th anniversary, a milestone to celebrate the organization's and the movement's progress but also to recognize how much more work is needed. Despite so many individual and collective efforts by all sectors, domestic and sexual violence remain at epidemic levels and still need to be prioritized by leaders in countries and communities around the world.

To that end, NO MORE doubled down this past year on our efforts to boost awareness and activism, increase education and build community engagement, not only to address violence but strive to stop it before it starts. Our 2023 initiatives took us across the globe, with the launch of several new chapters, trainings and special live events. We also formally created the KNOW MORE Global Dialogue Series and hosted or co-hosted easily accessible, monthly webinars and online conversations with leaders and innovators from many diverse communities. NO MORE continued to build on our legacy of developing and sharing engaging content and media campaigns. And with our ongoing commitment to supporting survivors, we expanded the NO MORE Global Directory of support services and launched a new storytelling platform – NO MORE Silence: Speak Your Truth – for survivors to share stories and find help. Taken together, we were able to reach, energize, and activate millions of people around the globe.

Internally, we focused on good governance and transparency, as well as supporting our team and working very closely with our board. When we started 10 years ago, NO MORE was a campaign with one staffer. Today, we are a 501(c)3 organization with staff in four countries and a diverse board of 15 people.

We're proud of the gains we made in 2023 and over the last 10 years with our chapters, allies, partners and supporters. But 10 years is just the beginning, and we are looking forward to even More NO MORE!

Pamela Zaballa, CEO



As a child, reaching “double digits” was significant. 10 years old meant you were well on your way to adulthood — or so it seemed.

Being “10” is meaningful for NO MORE, too. It demonstrates our staying power. It confirms our value proposition. It enables us to provide tools and resources to those who need them. But it also means that NO MORE's messages, tools, campaigns, and dedication to ending domestic and sexual violence are still very badly needed.

That said, we have made great progress. NO MORE campaigns are popping up all around the world, thanks in large part to our work with The Commonwealth. The NO MORE Global Directory continues to serve people in 205 countries and territories who might need help. More companies are realizing they have employees who are survivors and perpetrators of violence and abuse and are working internally on education and services. High schools and colleges are teaching more about healthy relationships and consent — which is critical because it will be these upcoming generations that will move us towards eliminating domestic and sexual violence. There are even efforts to teach primary school students about boundaries, respect, and consent as they relate to friendships -- skills that will serve these kids well throughout their lives.

I often laugh thinking that NO MORE should have gone by the nickname NO CLUE – because that was how we felt in the early days. We had no idea what it would or could be.

Now, I feel it should be called NO. MORE. Meaning don't stop, keep going, there's more work! And with your ongoing support, that is exactly what we intend to do.



Jane Randel, Chair and Co-Founder

2023 Efforts and Accomplishments

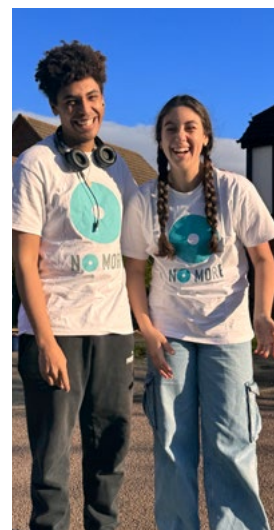
Increasing Awareness and Activism

NO MORE Week 2023

We kicked off the celebration of our 10th anniversary with a special NO MORE Week and a commitment to make MORE progress in the next decade.

NO MORE launched a new campaign for people to share on social media what they'd like to see "More" of to help stop and prevent all forms of abuse and assault. We were honored to have Mariska Hargitay, Justin Baldoni, Julianne Moore, Kyra Sedgwick, Joselyn Dumas, Jayce Baron, Tim Gunn, Alysia Reiner, Commonwealth Secretary-General, the Rt. Hon. Patricia Scotland KC, Jodi Picoult, and so many others participate and help increase awareness and action.

In addition, we held the 3rd annual NO MORE Week Virtual 5K Walk/Run, sponsored by our great friends at the NFL and State Farm, reaching thousands in more than 12 countries around the world. We also held the KNOW MORE Global Dialogue Series with many timely and important conversations and webinars featuring diverse leaders, advocates and experts.



Bright Sky U.S. Launch with Vodafone Americas Foundation

We were proud to support the launch of the [Bright Sky](#) app in the U.S. with our great partners at the Vodafone Americas Foundation, the Women's Center & Shelter of Greater Pittsburgh, DomesticShelters.org, Aspirant and Thames Valley Partnership. This new app is an important tool that can help survivors access critical resources and support, such as safety planning, helplines, and emergency contacts.

Stand Up, Don't Stand By with Uber

Going to a bar, club or party should be fun AND safe. That's why, in September, NO MORE and Uber teamed up on the "[Stand Up, Don't Stand By](#)" campaign to help stop sexual assault before it starts, encourage friends to look out for each other and engage the nightlife community and drivers to be part of the solution.

Together, we started by offering some general tips on how friends can have each others' backs when going out to a party or night on the town.



16 Days of Activism with Avon

For 16 Days of Activism, we joined Avon to launch a powerful new campaign and video, the "[Reverse Makeup Tutorial](#)." The video aims to shine a light on the controlling and abusive behavior designed to destroy self-esteem and a woman's power using appearance and makeup as a form of manipulation. This behavior is frequently part of or a precursor to physical violence. The words in the video are based on real experiences of survivors of domestic violence, and signposts to where victims, friends and families can go to seek help. This initiative led to a 28% increase in visits to the Global Directory, details of which were provided at the end of the video.

2023 Efforts and Accomplishments

Expanding Education and Training

KNOW MORE Global Dialogue Series

Building on NO MORE Week, in April, we made the KNOW MORE Global Dialogue Series a monthly event with virtual webinars, panels and conversations addressing a wide range of critical topics. The series included discussions on the connection between mental health and domestic and sexual violence; the LGBTQ+ experience, preventing sexual assault on college campuses; the Commonwealth of Nations' efforts to end gender-based violence in 56 countries around the world; the role of the private sector in LATAM; and more. We are grateful to the many partners that supported the Series, including It's On Us, Plan International, Novel and iHeartpodcasts, and the Commonwealth of Nations, as well as all of the incredible speakers.



Healthy Dating Guides with Match Group

Over the summer, NO MORE and Match Group, the parent company of Tinder, Hinge, Meetic, Ourtime and Zweisam, rolled out "Healthy Dating Guides" to remind daters of ways to meet new people safely. Users across Tinder, Hinge, Meetic, Ourtime and Zweisam got messages in-app pointing them to the Healthy Dating Guides, which provide actionable tips and steps for every stage of the dating journey. From how best to put their true self forward to encouraging users to utilize the safety features available in app, and from spotting 'red flags' to respecting boundaries - for both online and when meeting in real life. The Healthy Dating Guides were first launched in the U.S., Germany and Spain, and then were expanded to include additional languages to also reach users in Sweden, Denmark and Norway. The Guides have so far been downloaded over 300,000 times.

Commonwealth Says NO MORE Conference

As part of the commemoration of the 16 Days of Activism, NO MORE had the amazing opportunity of participating in the "A Call to Action: Safeguarding the Wellbeing of Women and Children" event, hosted by Commonwealth Secretary-General, the Rt. Hon. Patricia Scotland KC. NO MORE's co-founder Jane Randel and CEO Pamela Zaballa spoke at the day-long symposium in London that was attended by Her Majesty The Queen and more than a hundred representatives from government, business, academic and civil society from across the 56 Commonwealth countries. The participating leaders committed to coordinate actions for individuals, households and communities to protect women and girls and prevent violence.



International Training

NO MORE delivered training with the Inter-American Development Bank (IADB) in Bolivia, Guatemala, Honduras, Nicaragua and Paraguay, where we presented the bank's Gender Equality Performance Standard Training program to bank employees in Spanish.

2023 Efforts and Accomplishments

Building Community Engagement



Establishing New Chapters

NO MORE Chapters act as a force to ensure that communities are united by a shared sense of purpose to address domestic and sexual violence both locally and globally. In 2023, NO MORE supported the launch of 4 chapters - Cameroon Says NO MORE, American University, The Delta Sigma Phi - Theta Pi Chapter at University of Massachusetts, Tanzania Says NO MORE and Madagascar Says NO MORE. Today, NO MORE has 31 active chapters that are making a huge difference and reaching people around the world.

NO MORE Silence: Speak Your Truth

Over the last 10 years, nearly 10,000 survivors have shared their deeply personal stories of experiencing domestic and sexual violence on the NO MORE 'Gallery' of Stories. During Domestic Violence Awareness Month (DVAM), NO MORE launched an exciting, new platform in partnership with Our Wave and Speak Your Truth Today that uniquely allows survivors and their loved ones to not only safely share their stories, but also find support from experts. The platform – NO MORE Silence: Speak Your Truth – also serves as a tool for policymakers, advocates, and all leaders to better understand the support, policies, research and culture change needed to stop and prevent the violence.

NO MORE SILENCE

Speak Your Truth



You can help someone get the support they need and deserve



NO MORE Global Directory

Throughout the year, we offered free-of-charge, the NO MORE Global Directory of support services in 200 countries and territories around the world. The Directory was updated every quarter to ensure that the helplines and links were up-to-date and working. The one-of-its-kind resource provided help to almost 64,000 survivors and their families, friends and colleagues who visited the site in 2023.

Engaging the Private Sector

When it comes to ending domestic and sexual abuse, we need everyone – government, nonprofits AND the private sector – to come together. After all, domestic violence costs the US economy \$8.3 billion a year, and 1 in 7 women and 1 in 17 men have sought a new job assignment, changed jobs, or quit a job because of sexual harassment and assault. That is why NO MORE worked in 2023 to engage large and small companies with new guides for employers and for Employee Resource Groups (ERGs) on how to speak out and take actions, both internally and by using their external platforms, products and social impact initiatives.



2023 Efforts and Accomplishments

Fueling Culture Change

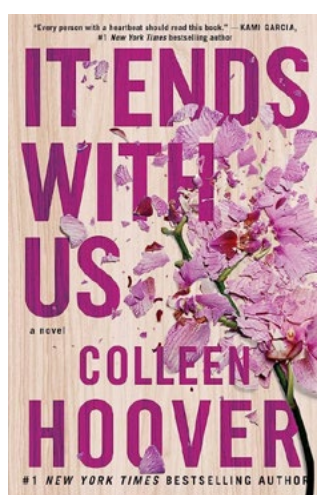


“The Girlfriends” Podcast

In early July, “The Girlfriends” podcast was launched by iHeartPodcasts and Novel, in collaboration with NO MORE. The podcast, which tells the true story of a group of women who formed a club to put a murderous ex-boyfriend behind bars, quickly soared to #1 in the Apple podcast rankings in the U.K. and #4 in the U.S. NO MORE served as a resource for podcast listeners to get important information about recognizing the signs of domestic abuse and to find support services if needed.

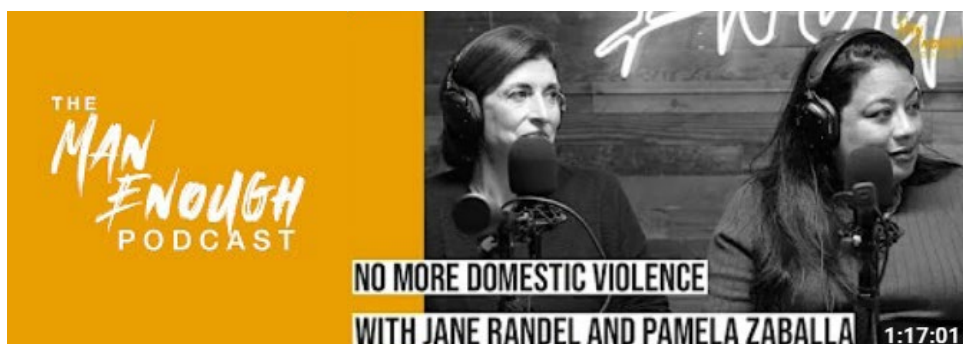
No Excuse for Abuse Campaign with Investigation Discovery

During DVAM, we once again partnered with Investigation Discovery on its 2nd annual NO EXCUSE FOR ABUSE campaign. ID presented on-air resources, PSAs and tools to ensure its millions of viewers are equipped to identify the various forms of domestic violence, find support, and get involved in prevention efforts. NO MORE’s founder Jane Randel also made a special appearance on a special episode of ID’s show “Crimefeed,” hosted by Nancy Grace, which reached millions of people.



Partnership with Wayfarer Studios

In December, we were thrilled to announce a long-term partnership with Wayfarer Studios, a production studio that strives to create projects that serve as agents for social change, aiming to disrupt for good by empowering and protecting creators with fresh voices, and championing content that speaks to the human spirit and our diverse global community. NO MORE is serving as a content advisor, community organizer and audience resource for a wide range of Wayfarer Studios films, documentaries, podcasts and social change initiatives, including the long-awaited film adaptation of Colleen Hoover’s best-selling novel “It Ends With Us.” NO MORE co-founder Jane Randel and CEO Pamela Zabala also were guests on Wayfarer’s Webby-nominated podcast, The Man Enough Podcast, with hosts Justin Baldoni, Jamey Heath, and Liz Plank.



NO MORE in the News

NO MORE was featured in news stories in several outlets throughout the year, helping to educate, engage and inspire millions.

At No More campaign launch: Coordinator commits to end domestic violence

By Lionel Richie
The National Coordinator of the No More campaign in Charlotte and Charlotte's Domestic Violence Coordinator, Michelle Adams, has officially launched the campaign and has committed to end domestic violence in the Charlotte region. Adams said that the campaign is a commitment to end domestic violence in the Charlotte region. Adams said that the campaign is a commitment to end domestic violence in the Charlotte region. Adams said that the campaign is a commitment to end domestic violence in the Charlotte region.



Group photo of participants

Television & Radio

The week in radio Charlotte Runcie



True crime done with wit, warmth and warrior women



The podcast is an autobiographical journey from producer Anna Runcie, a British-born woman who moved to the US to pursue a career in radio. Runcie is a warrior woman who has faced adversity and has a deep understanding of domestic violence. The podcast is a journey of discovery and healing, sharing her experiences and the stories of other women who have survived domestic violence.

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Novel partners with sexual violence nonprofit No More to launch true-crime podcast

Podcast to raise awareness about justice for domestic abuse survivors
by Neem Mahan | 04 July 2022



Podcast company Novel has announced the launch of a new true-crime series, in partnership with domestic and sexual violence awareness nonprofit organisation NO MORE.



New true crime podcast from Novel teams with charity NO MORE
Last updated July 4, 2022 - 2 min




AnnaLynne McCord Has Conquered Her Demons
Actress opens up to Rolling Stone about her new film Condition of Return, processing her trauma stemming from sexual abuse, and that Putin's death
BY MARLOW STERN
OCT 19, 2022 10:30 AM

Once filming wrapped on the first TV season of *90210*, McCord visited Cambodia and met with human trafficking survivors in shelters. She started TogetherHeart, an organization helping "women and children survivors of the sex trade," has spoken in front of the United Nations about her anti-trafficking work, and is an ambassador of the NO MORE campaign dedicated to ending domestic violence and sexual assault.

Relationship red flags quiz launched by legal experts: Warning signs your partner could become toxic

By Mario Claire Dorking | Contributor, Yahoo Life UK | 7 March 2022 | 5 min read

- Legal experts have launched a quiz to highlight the potential red flags that could indicate your partner may become toxic.
- The quiz has been released to mark No More Week, an annual opportunity to raise awareness of domestic abuse and sexual violence across the globe.
- The quiz comes as Office for National Statistics data showed police recorded 392,281 offences related to domestic abuse in the year ending June 2022.
- Read on for a detailed breakdown of how the quiz works and some of the warning signs to watch out for.



highlighting successful interventions in refugee camps and communities affected by climate change. These stories illustrate the power of community involvement and the importance of addressing gender inequality in all aspects of development work.

Join us as we explore the intersections of gender-based violence, climate resilience, and practical action. Whether you're a professional in the field, an interested listener, or someone looking for ways to make a difference, this episode offers valuable perspectives and solutions for a more equitable and sustainable world.

If you have found any of this worrying or you would like direct support with regards to GBV – the NO MORE directory can support you: <https://nomoredirectory.org/>

READING EAGLE

Safe Berks' Walk for No More honors victims and survivors of domestic abuse and sexual violence
The annual walk served as a kickoff for West Reading's Art on the Avenue event.



5 tips för sundare och tryggare dejting

Att ha tjejer i magen inför en dejt kan var en härlig känsla, men när magkänslan ställer sig är varningsskålar. Här är fem tips från Tinder för en tryggare dejting!



Observer

HOME TODAY'S STORY DRINKER JEWELRY LATEST STORIES SPORTS RADIO

'NO MORE': Commonwealth women leaders commit to ending domestic and sexual violence



Focusing on Good Governance

NO MORE Board

We thank our amazing Board, who, through their knowledge, experience, passion and commitment, ensure we keep moving confidently towards our shared goal of a world with no domestic and sexual violence.

Alvin Thompson



Chick-fil-A, Inc.

Amy Terpeluk



Finn Partners

Brian Singer



Wayfarer Studios

Charlene Wheless



APCO Worldwide

Christine Mau



Medline

Daniel Herndon
Treasurer



MilesHerndon/Gavel

Elizabeth Legrain



The World Bank
(retired)

Jane Randel
Chair



Karp Randel

Joanne Bischmann



Harley Davidson
Foundation (retired)

Kimberly Greiner



Southwest Airlines

Lori Weinstein



Jewish Women
International

Madeline McQueen



Q Squared Ltd

Ramon Ramirez



O'Melveny & Myers

Sam Howard



Unfinished Brands LLC

Toby Graff
Secretary



The Graff Group

NO MORE Leadership Team

Pamela Zaballa



Global CEO

Lyndsey Dearlove



Director of
Operations

Melissa Morbeck



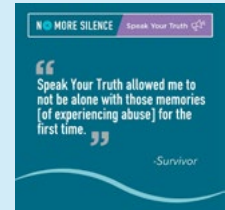
Director of
Partnerships

Year-at-a-Glance

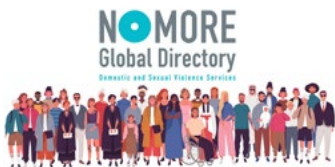
Statistics



Added **4 New**
Chapters



Launched **New Platform**
for Survivor Stories



Nearly **64K People** in
192 Countries Used the
NO MORE Global Directory



Increased Traffic to NO
MORE Websites by **33%**



Had **300,000+ Downloads** of
NO MORE & Tinder's Guides to
Healthy Dating in **8 Languages**



AVON

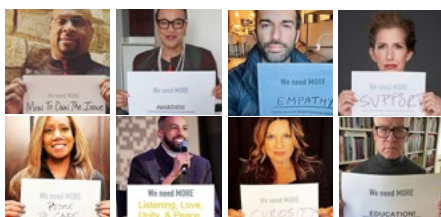
16 Days of Activism Campaign
with Avon Drew **4.7M Social**
Media Engagements



"The Girlfriends" Was the **#1**
True Crime Podcast in the
UK and **Top 5 in the U.S.**



ID's "No Excuse for Abuse"
Campaign Garnered More
Than **740K Impressions**



Reached **Millions** Through
10th Anniversary "More NO
MORE" Campaign

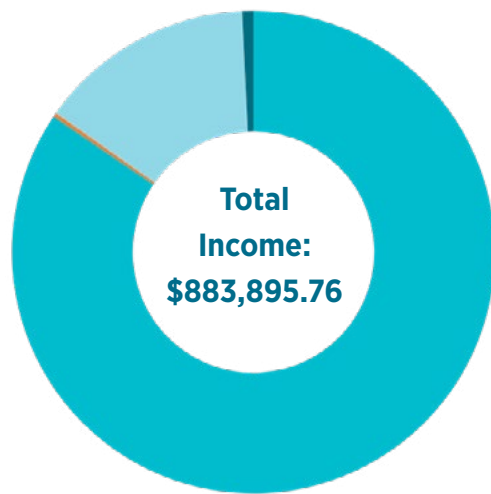


Had Nearly **57K Views** of
Educational Content on
YouTube

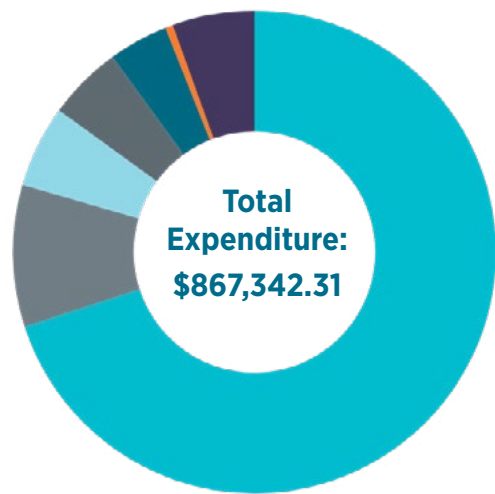


Year-at-a-Glance

Financial



■ Corporate ■ Foundation ■ Individual Giving ■ Events



■ Staffing Expenses ■ Consulting Services
■ Office Services, IT, Websites ■ Travel Costs
■ Advertising, Marketing & Fundraising
■ Financial Expenses, Insurance, Taxes & Licenses
■ Events

Thanks to our Partners

We are grateful to our partners and sponsors for their incredible support.



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THE WORLD BANK

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commonwealthsaysnomore.org | [NOMOREverbalabuse.org](https://nomoreverbalabuse.org)

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