Advancing equity, health and well-being

FHI 360'S 2024 IMPACT REPORT
A message from the CEO

Dear friends and colleagues,

We live in a world of conflict, instability and uncertainty. That’s why at FHI 360, we are working urgently to improve lives today and create a more just and equitable tomorrow — a tomorrow where everyone, everywhere, has access to what they need to lead a full and healthy life.

We do that by listening to local voices and responding to their priorities. We share effective strategies — along with our research and evidence — so that our peers and partners can adapt and reuse them. And we leverage our collaborations with local leaders in more than 60 countries to ensure sustained positive change — the marker of our impact.

In Ukraine, our mobile medical units deliver comprehensive care to people who have little to no access to health services. In Mozambique, our local partners are helping men overcome societal taboos and forge stronger bonds with their wives and children. In Cambodia, we support young people to lead climate action activities, sparking positive change for their families, peers and communities.

We see firsthand the difference made when a trauma survivor has access to a doctor, when a young person can create lasting change, or when local institutions leverage tools and knowledge to deliver even more impactful services. Their experiences motivate us to keep moving forward, even when the challenges feel insurmountable.

I invite you to meet some of the people at the heart of our efforts, whose voices make up our annual impact report. After you read their stories, I hope that you, too, will see the opportunities for a better tomorrow.

Warm regards,

Tessie San Martin, PhD, MPA
Chief Executive Officer
FHI 360
Breaking barriers and building careers

PROJECT
Capacity Development and Support (CDS) Program

COUNTRY
South Africa

FUNDER
USAID through PEPFAR

Photo credit: Nocwaka Sinxadi for FHI 360
The unemployment rate in South Africa — about 33% — is one of the highest in the world. The situation is especially challenging for people ages 15 to 24, 61% of whom are unemployed.

Molatelo Boloka was one of them until she and over 6,700 other young women participated in the DREAMS (Determined, Resilient, Empowered, AIDS-free, Mentored and Safe) Intensive Economic Strengthening program through FHI 360’s **Capacity Development and Support (CDS) Program**. Now, Molatelo is a construction worker in her community, Ga-Kibi, and saving to start a business.

CDS used labor market assessments, mentorship, work-based learning, and training on financial, technical and life skills to equip women with the resources and support that they need to thrive economically — while also reducing the likelihood that participants engage in risky relationships for financial survival.

“**[Programs like this one] ... offer real benefits to both people’s livelihoods and their health.**”

— Veena Shaik, former intensive economic strengthening specialist, FHI 360
Engaging men in family life

PROJECT
Alcançar: Achieving Quality Health Services for Women and Children

COUNTRY
Mozambique

FUNDER
USAID
When Paulino Martinho Assane first heard other men in his community of Mutcave, in Mozambique’s Nampula province, talk about male engagement in family life, he was captivated.

The session covered the importance of domestic violence prevention and the need for men to contribute to domestic activities, take care of their children, and support their wives throughout pregnancy and delivery. The session facilitators were trained by FHI 360’s Alcançar: Achieving Quality Health Services for Women and Children project.

Now Paulino, who has been married for 24 years and has four children, is part of a men’s dialogue group organized by the Alcançar project.

[The project] has affected me positively because I see that there is harmony and well-being in my home. I take the messages to other people, like neighbors, [and] say that the Alcançar project spreads good messages about family coexistence.

— Paulino, program participant
Creating clothes, jobs and community

PROJECT
Morocco Inclusive Socioeconomic Development in Beni Mellal-Khénifra (ISED-BMK)

COUNTRY
Morocco

FUNDER
USAID
Sewing has allowed Radia Hakim (left) to create more than clothes.

After her husband, Mohamed Ezzahraoui, gave her a sewing machine in 1995, she started making traditional garments with accessories created by local low-income women. She also offered free sewing lessons; eventually, some of her students became her business partners.

In 2023, Radia’s Romaissa Cooperative worked with FHI 360’s Morocco Inclusive Socioeconomic Development in Beni Mellal-Khénifra (ISED-BMK) project. The partners learned sales and marketing techniques that helped the cooperative secure four wholesaler contracts in Europe, expand into foreign markets, and grow its online presence from 1,000 to 9,000 followers.

And Radia continues to teach aspiring seamstresses, helping women in her community build sustainable livelihoods.

_The program helped me develop my products to cater to the needs of an international clientele. Our sales figures have significantly increased._

— Radia, program participant
Detecting multidrug-resistant tuberculosis

**PROJECT**
USAID End TB Tajikistan Activity

**COUNTRY**
Tajikistan

**FUNDER**
USAID

Photo credit: Masum Vohidov for FHI 360
Makhmatlatif Karimov, diagnostics and laboratory advisor for the USAID End TB Tajikistan Activity — which FHI 360 implements — and Lola Sharipova, laboratory technician for the Kulob Regional TB Center Laboratory, check mycobacteria growth indicator tubes while conducting a rapid tuberculosis (TB) testing network assessment in Kulob, Tajikistan.

Tajikistan is on the World Health Organization’s list of the 30 high-burden multidrug-resistant TB countries; multidrug-resistant TB does not respond to the two most effective antibiotics.

“Rapid and accurate diagnosis, followed by prompt treatment and completed therapy, is essential for the effective control of TB,” says Makhmatlatif. All positive results are sent to the national laboratory, which determines what strain a person has and whether it is multidrug-resistant. The national program then uses the data to determine the correct treatment regimen.
Building community and reducing HIV stigma

“I can get HIV and become undetectable and still live and still smile.”

– Laurence, Ypsilanti, MI

PROJECT
Let’s Stop HIV Together (Together)

COUNTRY
United States

FUNDER
U.S. Centers for Disease Control and Prevention

Illustration: Design Lab at FHI 360
For Laurence Wilson, who is living with HIV, “it’s rewarding to meet people from all over who share your experiences.”

He was one of 20 people from 11 states who in 2023 participated in the Let’s Stop HIV Together (Together) campaign, which features stories of people affected by HIV and those invested in ending the epidemic.

FHI 360 supports Together by coordinating, developing and executing communication projects. The campaign, with more than 160,000 followers on social media, is designed to reduce HIV stigma and promote prevention, testing and treatment. In 2023, the @stopshivtogether Instagram account had nearly 59 million impressions and over 54,000 engagements.

Getting involved in the campaign has “created a family of sorts” among the participants, says Laurence, who works at a behavioral health clinic in Detroit. He was inspired by another participant to become more active in advocating for others living with HIV.

“We all want to see someone that we can relate to in our media, in our government and in our places of worship ... I’ve been strengthened and encouraged because of the campaign!”

— Laurence, Together campaign participant
Supporting mental health and building resilience

PROJECT
Ukraine Humanitarian Assistance Response Program (UHARP) and UHARP II

COUNTRY
Ukraine

FUNDER
USAID’s Bureau for Humanitarian Assistance

Photo credit: Ivan Fomichenko for FHI 360
For people living in formerly occupied areas of Ukraine, “there is a lot of anxiety now, anxiety within,” says Oksana Lapinska, a psychologist who works in one of 11 mobile medical units supported by FHI 360.

The World Health Organization expects that nearly 10 million people in Ukraine may have some type of mental health condition — and conflict can hinder the ability of health care systems to offer services.

That’s why FHI 360 is providing mental health and psychosocial support services to conflict-affected communities in southern and eastern Ukraine. We support psychologists and other health care providers who travel to over 150 villages and offer both mental and physical health care.

“We cannot predict when the war will end, when these explosions will stop, these planes and so on. But now, despite it all, we are still alive. We can do something.”

— Oksana Lapinska, psychologist
Providing education amid conflict

PROJECT
Strengthening Humanitarian Response and Sustainability in Nigeria (SURE-SN)

COUNTRY
Nigeria

FUNDER
USAID

Photo credit: Busayo Iruemiobe/FHI 360
The protracted armed conflict in northeast Nigeria has caused millions of children to leave school. FHI 360 has supported more than 100 children with basic literacy and math instruction through the Strengthening Humanitarian Response and Sustainability in Nigeria (SURE-SN) project.

“I got the feeling they really wanted to be in the classroom,” says Busayo Iruemiobe, the FHI 360 technical officer who took this photo. “It was a choice, as well as being a break in the monotony of camp life.”

Friends Kauu Babe Game (left) and Jalo Modu learn at a child-friendly facility in the conflict-affected community of Bama, Borno State, Nigeria, in October 2023.
Ensuring children’s growth and development

INITIATIVE
FHI 360’s Alive & Thrive

FUNDERS
Bill & Melinda Gates Foundation
Government of Ireland
United Nations Children’s Fund
United Nations World Food Programme
World Bank
World Health Organization

COUNTRY
Bangladesh
At Nabipur Community Clinic in Bhola, Bangladesh, Community Health Care Provider Baby Akter measures 4-year-old Nusrat’s height as part of the Alive & Thrive initiative’s community-based engagement project.

Baby, who also provides immunizations, uses children’s weight, height and mid-upper arm circumference to determine their nutritional status. She then counsels caregivers and refers malnourished children to the nearest hospital for treatment.

She determines the nutritional status of five to 10 children on a typical day and about 45 children during a monthly immunization day.

Since 2010, FHI 360’s Alive & Thrive initiative — which works in more than 15 countries — has supported the government of Bangladesh in accelerating the delivery of high-quality maternal, infant and young child nutrition services through technical assistance, policy advocacy and implementation research.
Helping communities thrive

**PROJECT**
Meeting Targets and Maintaining Epidemic Control (EpiC)

**FUNDERS**
- PEPFAR
- USAID

**COUNTRY**
India
Volunteers with the Mist LGBTQ Foundation in India work the registration desk at the 2023 Out & Loud Pune International Queer Film Festival.

The Mist LGBTQ Foundation — a queer-led collective that strives to bring queer and ally communities together through events such as peer group meetings, outreach programs and art festivals — sponsors the festival each spring. The foundation is supported by the Meeting Targets and Maintaining Epidemic Control (EpiC) project, which FHI 360 leads.

To promote self-management of national HIV programs, EpiC partners with and strengthens the capacity of governments and community-based organizations that work with affected communities to address the spread of HIV and contribute to epidemic control.
Supporting healthy behaviors through entertainment

**PROJECT**
USAID/Ghana Accelerating Social and Behavior Change (ASBC)

**FUNDER**  **COUNTRY**
USAID  Ghana

Photo credit: Farmhouse Productions for FHI 360
“Ghanaian youth love comedy and to laugh,” says Ivan Quashigah, producer of the award-winning Ghanaian television series YOLO (You Only Live Once).

Because the show is funny and engaging, “the dosage of education isn’t difficult for them to consume.”

YOLO follows characters navigating their adolescent and young adult years and encountering health, gender, social and cultural issues. It explores topics such as nutrition, menstrual health, malaria, sexually transmitted infections, peer pressure, exercise, COVID-19 and personal hygiene (in this photo, characters are using hand sanitizer).

The “edutainment” show — supported by USAID, Ghana Health Service, Ghana’s National Population Council and the FHI 360-led USAID/Ghana Accelerating Social and Behavior Change (ASBC) activity and produced by Farmhouse Productions — recently completed its seventh season, garnering over 12 million views on YouTube. FHI 360 helps develop story themes and recommends issues to cover.

“While we are entertaining people, we are including some very important things that the average young person in Ghana needs to know.”

— Akosua Asiedua Asare-Brewu (who plays Tilly on YOLO)
DEMOCRACY & GOVERNANCE

Cultivating social change

PROJECT
Strengthening Together Activity (STA)

FUNDER
USAID

COUNTRY
Colombia

Photo credit: Juan Sebastián Molina/FHI 360
COCOMACIA defends the right to territorial, social and cultural autonomy in Chocó, a Colombian department with a large population of Afro-Colombian people. Because of the gender commission, COCOMACIA guarantees the rights of women to participate in all aspects of the organization.

FHI 360 partners with COCOMACIA through the Strengthening Together Activity (STA) to enhance its organizational capacity and achieve financial autonomy. STA works to improve the capacity and performance of Colombian civil society organizations to facilitate their advocacy in public policy and help them have a greater impact on local development.

Yessica Monroy, María del Socorro Mosquera, Ana Rosa Heredia, Julia Susana Mena and Rubiela Cuesta (from top, clockwise) belong to a gender commission run by Consejo Comunitario Mayor de la Asociación Campesina Integral del Atrato (COCOMACIA).
Developing young climate action leaders

**PROJECT**
Cambodia Green Future Activity

**FUNDER**
USAID through ECODIT

**COUNTRY**
Cambodia

Photo credit: Ploy Udomsinka/FHI 360
Today’s young people are connected, passionate and more aware than ever of the realities of climate change.

And they are motivated to act against environmental issues that threaten global health and well-being.

In Cambodia, FHI 360 is helping harness that energy by mobilizing youth leadership through the USAID Cambodia Green Future Activity. The project supports young people to lead climate action activities in their communities by providing leadership skills trainings and opportunities for them to connect. Its Green Groups are made up of volunteers who lead communication projects.

As an environment lover, I’ve seen a lot of problems. I really want to be part [of solutions] for those issues.

— Pechpheary Nann, Green Group member
The financial data presented in this report reflects the consolidated performance of FHI 360 and its subsidiaries for the fiscal year ended September 30, 2023. The amounts are unaudited as of March 17, 2024.

### Revenue

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<th>Source</th>
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<td>Foundations/Individuals</td>
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### Expenses

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<td>General and Administrative</td>
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<td>Business Development</td>
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<td><strong>Total</strong></td>
<td><strong>$873,760,813</strong></td>
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REVENUE BY SOURCE

- **67.04%** USAID
- **8.10%** U.S. National Institutes of Health (NIH)/Department of Health and Human Services (HHS)
- **5.88%** Foundations
- **5.59%** U.S. State Department
- **4.64%** Corporations
- **3.10%** Multilaterals
- **2.66%** U.S. Centers for Disease Control and Prevention (CDC)
- **1.21%** Other
- **0.93%** Other U.S. Government
- **0.85%** Non-U.S. Government
Crosscutting areas, such as technology, gender and youth, are integrated into many of our programs.
WORK BY AREA

- **25.16%** HIV/AIDS, TB and Malaria Programs
- **18.97%** Other Health
- **15.56%** Research
- **8.51%** Civil Society and Peacebuilding
- **7.10%** Other
- **6.45%** Education
- **6.41%** Family Planning and Maternal Child Health
- **5.20%** International Exchanges
- **2.76%** Nutrition and Food Security
- **2.11%** Workforce, Learning and Economic Participation
- **1.77%** Social Marketing and Communications
FHI 360's work would not be possible without the generous support of our funders and partners. We appreciate their crucial contribution and value their continued trust.

Operating funders for fiscal year 2023

**PRIVATE SECTOR**
- Africa Clinical Research Management (ACE Research)
- eHealth Africa
- Gavi, The Vaccine Alliance
- ImaginED Partners LLC
- MedinCell
- Merck and Co., Inc., Rahway, NJ, USA
- Qualcomm® Wireless Reach™
- SecondMuse
- Shell Nigeria Exploration and Production Company, Ltd.
- ViiV Healthcare UK (No.3) Ltd

**FOUNDATIONS**
- The Arlene & Michael Rosen Foundation (AMRF)
- Bill & Melinda Gates Foundation
- CDC Foundation
- Children’s Investment Fund Foundation
- Education Above All Foundation
- Eleanor Crook Foundation
- The END Fund
- FHI Foundation
- Fred Hutchinson Cancer Center
- GE Foundation
- GHR Foundation
- Henry Jackson Foundation
- Johnson & Johnson Foundation
- LEGO Foundation
- The Pfizer Foundation, Inc.
- Robert Wood Johnson Foundation
- Rockefeller Foundation
- Vitamix Foundation
- Wallace Foundation
- Walmart Foundation
- W.K. Kellogg Foundation

**NONPROFIT ORGANIZATIONS**
- Access to Advanced Health Institute (AAHI), formerly IDRI
- Action Against Hunger Canada
- Alliance for a Healthier Generation
- Aurum Institute NPC
- Central Regional Education Association (CREA)
- CONRAD
- Crown Agents Ltd
- GDI Solutions and the Agency Fund
- Greater Washington Urban League
- JA Worldwide
- MCD Global Health
- Murdoch Children’s Research Institute
- National Indian Education Association
- PATH
- Phoenix Youth & Family Services, Inc.
- PSI
- Resolve to Save Lives
- RTI International
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<th>Sector</th>
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<td><strong>SECRETARY OF STATE FOR HEALTH OF THE UNITED KINGDOM</strong></td>
<td>Secretary of State for Health of the United Kingdom</td>
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Global Reach

FHI 360 operates in 91 countries, including the United States.

Representatives of 185 countries participated in our international exchange and scholarship programs in 2023.

The countries listed in this report reflect where FHI 360 and its subsidiaries worked to advance equity, health and well-being in the year 2023.