



Ghosh
Innovation
Lab

CELEBRATING OUR FIRST YEAR OF BUILDING RESILIENCE AND IMPACT

ANNUAL REPORT 2025

ghoshinnovationlab.org

an research & development
organization that uses
technology and process
significantly reduce barriers
silos so they can run with
serve with support, and stay





Fearless Together

It feels like just yesterday that Ghosh Innovation Lab was conceived as a small research project to answer questions about legislator safety. But in our first year, we've become so much more than we ever thought possible.

We've proven that listening deeply to lived experiences, and sharing those experiences with others, can lead to meaningful and intentional actions that address the urgency of our current moment.

Through hundreds of surveys and interviews, women legislators shared the escalating threats, harassment, and violence they're facing – drawing a direct line between personal safety and protecting democracy itself. Their voices are the foundation for everything we are building.

As we listened and learned, it became clear that a multi-faceted approach to safety is needed to address the need for proactive, practical, policy, as well as responsive solutions

Developed as a direct result of these stories, is Project Resilience. It is our umbrella effort to meet this crisis head-on with research, technology, training, and connections - tools for women leaders to not just survive but to thrive.

To make this possible, there was a village of strong champions at every step of the way: some editing our strategy documents, some connecting us with funders, some inviting us to stages at huge convenings, some introducing us to legislators, and so much more. Thank you so, so much to all of the champions who have gone above and beyond to help GIL create all this impact this year.

This kind of support that GIL has received is exactly what we strive to provide for legislators—a strong network of peers who deeply care for and understand one another, share knowledge, and take action to develop solutions where they are needed. We will continue working tirelessly toward this goal, and we hope you will continue to join us.

The safety challenges haven't magically disappeared, but we know we're a year closer—and we are fearless. Fearless because we know our vision is true. And fearless because we know we have each other ♥

Onward,

Our First Year By the Numbers

5

LEGISLATOR SAFETY
PROGRAMS BUILT

480

LEGISLATORS
DIRECTLY SERVED

70

AMBASSADORS OF
SAFETY IN 30 STATES

28

PARTNER
ORGANIZATIONS

7

TRAININGS, TALKS &
ROUNDTABLES

\$100,000

FUNDING FROM
DIVERSE SOURCES



Our Mission

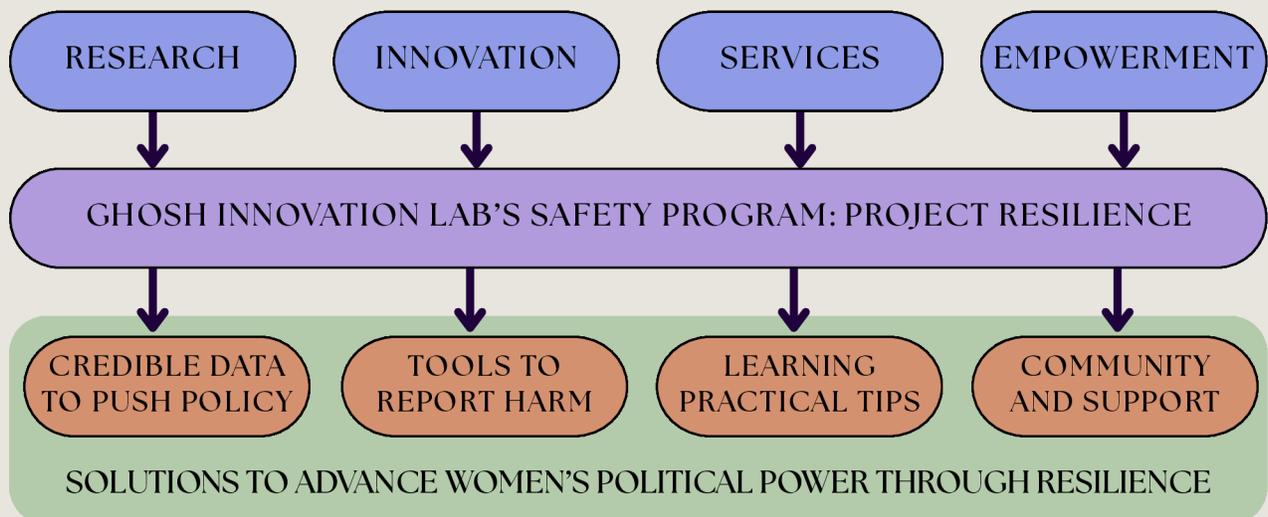
Ghosh Innovation Lab is a 501(c)3 nonprofit that works to reduce the barriers that women legislators, especially women of color and other historically marginalized groups, face through research, technology, and innovative process solutions. We help empower women to run with hope, serve with support, and stay with confidence, because we believe that:

“When women rise, nations thrive.”

Why Safety First?

With two deadly instances of political violence in the last six months, safety is one of the most urgent barriers to address. Women leaders are navigating rising hostility, harassment, and violence simply because they chose to serve their communities. These harms endanger them personally and disrupt the institutions they represent. Our work on legislator safety is the foundation for addressing systemic barriers to women’s political leadership in the future.

OUR RISE STRATEGY

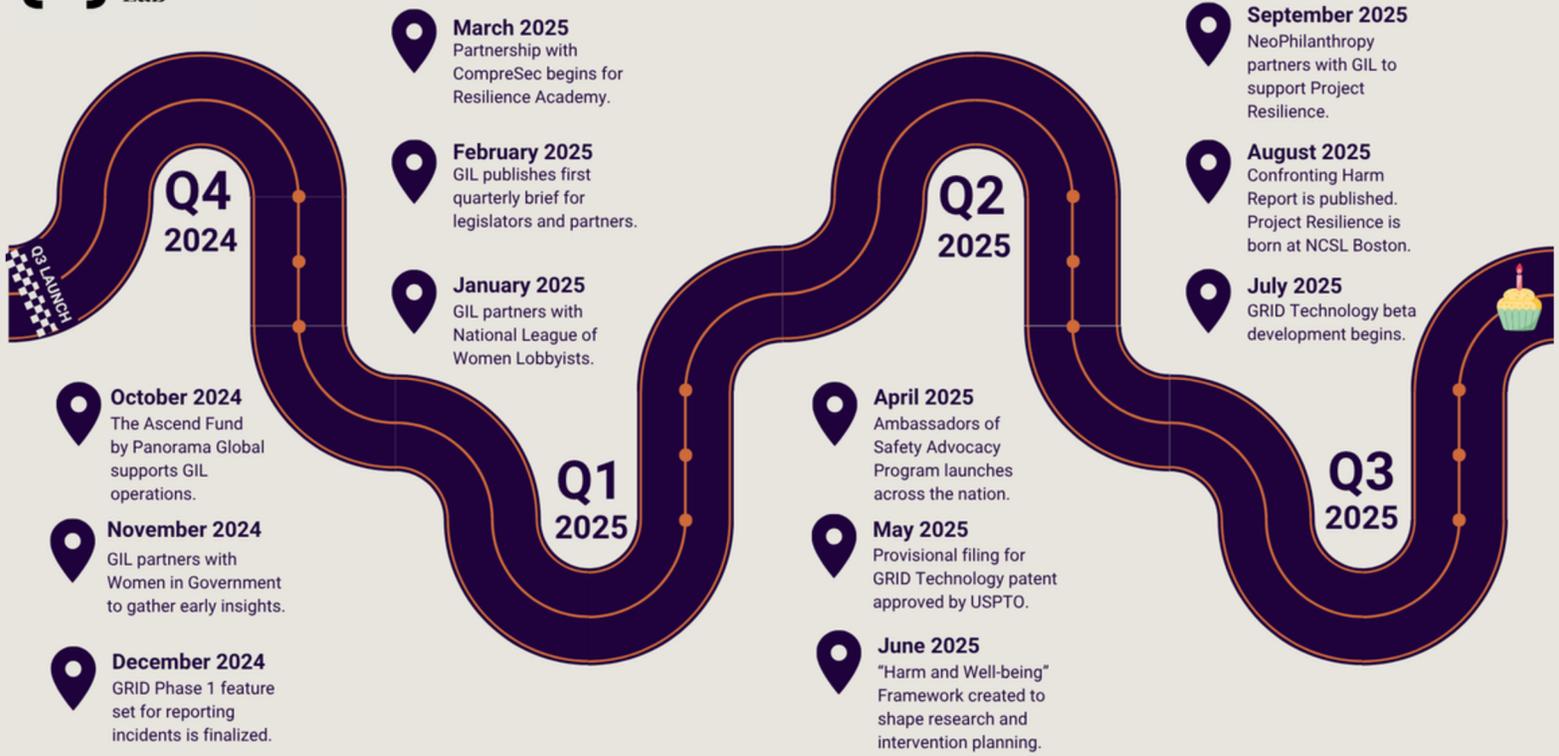


Project Resilience Programming

We believe resilience in public leadership is built when safety is treated as both a policy priority and a human necessity. Our SAFE Framework connects multi-dimensional approaches of research, advocacy, training, and technology to help legislators sow the seeds of policy change (S), access available resources (A), find comfort in community (F), and explore alternative options (E). By addressing harm proactively, responsively, and restoratively, we strengthen both individual well-being and democratic institutions.

Program	Description	Status
Ambassadors of Safety	A national advocacy network of legislators and allies advancing policy change and peer support through our evidence-based safety framework.	<p>PROGRAM LAUNCHED</p> <p>70 AMBS IN 30 STATES</p> <p>POLICY PILOT STATES: 6</p>
Confronting Harm with Resilience Trainings	Customized online and in-person workshops equipping caucuses, legislatures, and staff with prevention, de-escalation, and coordinated-response strategies.	<p>PROGRAM LAUNCHED</p> <p>BOOKED IN 2025: 7</p> <p>OUTREACH ONGOING</p>
<p>COMING SOON</p> GRID Safety Technology	A secure app that enables legislators to report, track, and respond to threats while connecting them to resources, peer support, and law enforcement and leadership when needed.	<p>BUILDING IN PROGRESS</p> <p>INITIAL UI/UX DONE</p> <p>TESTING FEATURES</p>
<p>COMING SOON</p> Resilience Academy	A 7-week cohort program that helps legislators strengthen proactive, responsive, and restorative strategies to navigate harm and lead with confidence.	<p>BUILDING IN PROGRESS</p> <p>CURRICULUM BUILT</p> <p>RECRUITING COHORT</p>
<p>COMING SOON</p> Open Circle Healing	A restorative space for women legislators to access group and individual drop-in sessions with trauma-informed mental-health professionals and well-being experts.	<p>BUILDING IN PROGRESS</p> <p>EXPERTS ONBOARDED</p> <p>PLANNING LOGISTICS</p>

Our Milestones This First Year



Key Accomplishments



October 2024

Panorama Global supports GIL operations through The Ascend Fund. The Ascend Fund supports organizations that help improve the gender composition of state legislatures.



April 2025

Launch of Ambassadors of Safety - a network of legislators and their allies who are committed to addressing and improving legislators' safety in their respective states through evidence-based policy change.



August 2025

Release of our first-of-its-kind safety report about women legislators - Confronting Harm: Experiences and Strategies of U.S. Women State Legislators on the Frontlines of Political Violence.



September 2025

NeoPhilanthropy supports GIL and Project Resilience through the Rapid Assistance Security Initiative (RASI) Fund. This fund helps organizations who work on immediate physical security challenges.

Please read our full report at ghoshinnovationlab.org/safetyreport

The Team That Makes It Possible

EXECUTIVE BOARD



Dr. Aparna Ghosh



Casey Whitcomb



Catherine Jackson

ADVISORY BOARD



Dr. Abigail Stew



Archana Shah



David Thurow



Gayatri Raman



Hayley Talbert



Dr. Sarah Carpenter

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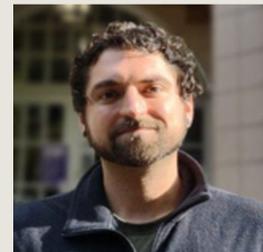
Harshita
Chakravadhanula



Dr. Kate Burrows



Rainer Apostol



Russell Hansen



Sara Betnel



Sarah Hague

Impact Quotes

Our work continues to grow with authenticity, courage, and purpose. These reflections show how our impact is expanding through the right partnerships and shared values.

Legislator Testimonials

Rep. Karen Brownlee
House of Representatives
Ohio State



"Ghosh Innovation Lab's report on the safety and well-being of women legislators is more important than ever in this time of growing political violence in the U.S.. I so appreciate Dr. Ghosh's efforts to help legislators find a safe space in this climate."

Rep. Kristin Bahner
House of Representatives
Minnesota State



"I wish I had seen this safety assessment checklist from GIL's training before the night we lost Speaker Hortman. I saw the creep on my driveway every week for 45 minutes. I would have known what to do. So please listen to all this advice, and most of all, if you see something, say something."

Del. Anitra Hamilton
House of Representatives
West Virginia



"Ghosh Innovation Lab's training session on safety has brought a deeper sense of awareness to my role as a legislator and the importance of safety. The information learned has been empowering and life changing in so many ways."

Partner Testimonials

“Ghosh Innovation Lab has become an essential thought partner for The Ascend Fund. Their research illuminates what women leaders need to thrive and translates those insights into practical solutions for the field. By grounding their work in the lived experiences of women legislators, GIL is reshaping how donors and organizations approach women's political leadership - strengthening not just individual leaders, but the entire democracy ecosystem.”



Rebecca Reeve-Bennett
Senior Program Officer, The Ascend Fund,
powered by Panorama Global



Cynthia Richie Terrell
Executive Director and Founder
RepresentWomen

“Democracy fails when participation requires risking your life. Ghosh Innovation Lab’s research framework forces an uncomfortable question: why do we define political violence so narrowly? The conventional understanding waits for bloodshed before acknowledging harm. But the continuum of intimidation that drives women from public life begins long before physical assault. The framework challenges us to recognize that waiting for violence to escalate before taking action is itself a form of institutional failure. Dr. Ghosh and her team have documented the reality behind the headlines.”

“The Ghosh Innovation Lab is filling a critical gap by making legislator safety a democracy issue. Safety is one of the biggest barriers women in politics face right now, and GIL not only names that truth but provides real resources, peer community, and innovative supports so leaders don’t have to face it alone. From GRID technology to the Resilience Academy and the Ambassadors of Safety network, GIL is building the systems that allow women to serve in state legislatures with resilience, confidence, and hope – strengthening our democracy in the process.”



Sarah Hague
Political Strategist



Stephanie Lopez
Executive Director
LatinasRepresent

"Sharing our perspectives with Ghosh Innovation Lab allowed us to support research that addresses the threats women leaders face in public service. Their dedication to centering underrepresented voices, especially women of color, creates a roadmap for protecting democracy in a challenging political moment. It's inspiring to see research translated into action that safeguards both leaders and the communities they serve."

“Working with Ghosh Innovation Lab has fundamentally changed how I understand the challenges facing female policymakers and the power of creating safe spaces for vulnerable conversations. Dr. Ghosh’s collaborative spirit ensures programming truly serves those who need it most. She leads with authenticity, courage, and an unwavering commitment to protecting those who serve in public life - the kind of leader who doesn’t just talk about change but creates the conditions for it to happen.”



Annabel Quintero
Founder & CEO
Runa Empowerment

A Year In Pictures



What's to come?

In the year ahead, we will continue growing our Project Resilience to build safer systems for women in political power. From building and piloting the GRID Safety Technology to expanding our network of Ambassadors of Safety and launching the first cohort of Resilience Academy, we are turning research into action — one state, one legislator, and one community at a time. The work ahead is bold and collective.

Join The Movement

We are on a fast-growth trajectory. Just over a year ago, we began as an idea born from a simple goal: to make legislatures safer for women and women of color. Today, Ghosh Innovation Lab has grown into a national nonprofit organization leading Project Resilience, with programs that combine research, technology, training, and policy reform to build safer and more sustainable leadership. In our first year, we have built partnerships across 35 states, launched groundbreaking research with more than 300 legislators, and created a growing community of Ambassadors of Safety who are changing how safety is understood in democracy. Our growth is made possible by the legislators, advocates, and supporters who believe that safety is an expectation and that resilience can be built together. To learn how you can support our mission or become part of the movement, contact us at info@ghoshinnovationlab.org or visit www.ghoshinnovationlab.org.

Support Our Cause

It costs about \$200 to provide our Project Resilience safety programs to one legislator. Your contribution helps ensure every woman in legislative service has access to the resources, training, and support she deserves. Consider donating and supporting our cause.



Thank you for your support!

Ghosh Innovation Lab

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Tax status: 501(c)(3) Public
Charity

Gold
Transparency
2025

Candid.
