

**THE  
NEW YORK  
WOMEN'S  
FOUNDATION**  
Radical generosity.

**THE  
NEW YORK  
WOMEN'S  
FOUNDATION** 2018  
**ANNUAL REPORT**



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The New York Women's Foundation creates an equitable and just future for women and families by uniting a cross-cultural alliance that ignites action and invests in bold community-led solutions across the city.

A Message from the **Board Chairs**  
and **President & CEO**

# Dear Friends,

**T**he New York Women's Foundation is proud to partner with you as we work toward a vibrant present and future for all women and families. The Foundation was established on the belief that collective giving and activism yields more powerful results. Thirty-two years later, we are true to the same founding ideals. Thank you for sharing your radical generosity, time, strengths and hopes with us.

In 2018, we continued to respond to and invest in community leaders and solutions that promote economic, gender and racial justice. The Foundation awarded a record \$11 million to 175 community organizations working to advance economic opportunities for women, increase their political leadership and civic participation, end gender-based violence and protect access to healthcare, sexual rights and reproductive justice.

These extraordinarily demanding times call for increased responsiveness, investment and collaboration from philanthropy. We have an incredible opportunity to continue to work together and leverage our resources strategically. The Foundation rose to the challenge, increasing its influence and impact by establishing two new funding collaboratives. The Fund for the Me Too Movement and Allies and The Justice Fund launched in 2018, while the NYC Fund for Girls and Young Women of Color is now in its fourth year. We are proud to lead these efforts to fund and accelerate positive change for women and girls, particularly underinvested communities including immigrants, communities of color, people with disabilities, and transgender and gender-nonconforming individuals.

As we look to the challenges ahead, we are thankful to have you with us. By contributing to The New York Women's Foundation, you are creating a world where women prosper and lead, live free of violence and discrimination, and take control of their health, sexual and reproductive rights. With you by our side we will take bolder, bigger steps toward justice and equity for all women and families.

Onward,



Grainne McNamara  
Board Co-Chair



Yvonne Moore  
Board Co-Chair



Ana L. Oliveira  
President and CEO

## Powered by **Radical Generosity**

“ My family has always been involved in our communities and I was brought up to help others however I could. Through The New York Women’s Foundation, I saw how I could add my power, presence and dollars to others’ and together, we could transform lives, empower others and have a greater impact. I am charged up by our victories and invigorated by our grantee partners who are working tirelessly to make sure that women and families are living safe and economically secure lives and to ensure that our hard-earned rights will not be rolled back. ”

-Rhonda Joy McLean,  
Attorney, Philanthropist and Board Alumna.



Community Voices Heard

## Philanthropy is more than an act of giving; it's taking action.

The New York Women's Foundation's philanthropy is impactful because of our inclusive, participatory approach to both raising funds and distributing them. Our work is made possible by the radical generosity of our supporters. With you by our side, we have made an extraordinary impact—in a time of continued, intensified efforts to roll back rights and protections for women, communities of color, immigrants and members of the LGBTQI community.

In 2018, The New York Women's Foundation awarded \$11 million to 175 grantee partners working to advance economic, gender and racial justice.

Here is how you made it happen:

**1,781 donors made 2,451 gifts to The Foundation;**

**243 volunteers took part in our participatory grantmaking,**

sharing their unique perspectives and learning about philanthropy by carrying it out alongside us;

**175 grantee partner organizations,** with fierce leaders at the helm, **created solutions** to problems in their communities and **fought for policy and legislative advancements** for women and families;

**2,000 champions for women and families joined us at the**

**Celebrating Women Breakfast,** to applaud the work of our grantee partners and honorees—all leaders working to transform the future for girls and women in New York City and beyond;

**28 foundations are partners** in the Fund for the Me Too Movement and Allies, the Justice Fund and the NYC Fund for Girls and Young Women of Color.

### SPOTLIGHT:

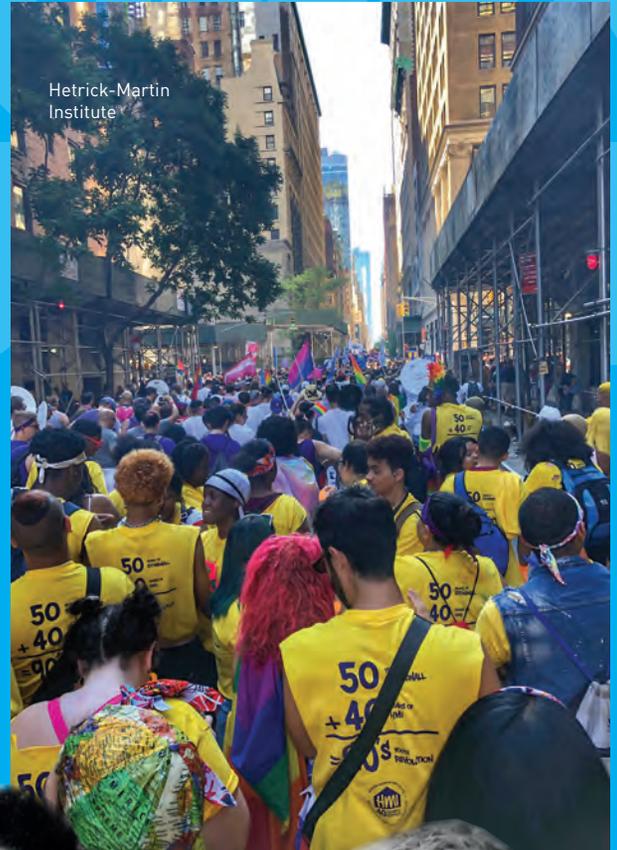
The New York Women's Foundation  
2019-2021  
Strategic Plan

**In 2018, The Foundation engaged in a process of deep reflection—as well as engagement with our peers, grantee partners, supporters, and stakeholders—culminating in the completion of our Strategic Plan. At a time when underinvested communities are facing enormous adversity, our work has never been more needed or relevant. Over the next three years, The Foundation will further assert our role as a philanthropic leader, working to move the needle toward justice and equity for the most underinvested women and families. You can read our Strategic Plan by visiting: [www.nywf.org/reportsandpublications](http://www.nywf.org/reportsandpublications)**

## INCREASING OUR IMPACT

# Strategic Partnerships, Collaborative Funds, and Philanthropic Tables

**T**he Foundation leverages its investments and increases its impact by creating and leading strategic partnerships and funding collaboratives, as well as by joining tables on key philanthropic topics. With more than three decades of experience investing in community-led organizations working at the intersection of economic, gender, and racial justice, we bring a unique perspective that cannot be found anywhere else. This includes our unique ground-up approach of funding solutions by women for their communities and engaging community in decision making through participatory grantmaking.



PROSPERITY  
TOGETHER

“With more than three decades of experience investing in community-led organizations working at the intersection of economic, gender, and racial justice, we bring a unique perspective that cannot be found anywhere else.”

## INCREASING NATIONAL IMPACT

- In 2016, The Foundation co-founded **Prosperity Together (PT)**, a partnership with 27 public U.S. women’s foundations, along with the Women’s Funding Network. A five-year, \$100 million funding initiative, PT creates opportunities and breaks down barriers to women’s economic security by funding programs that have proven effective nationwide, including job training, childcare, and research. The partnership is on track to meet its ambitious goal of investing \$100 million in five years.
- The Foundation’s leadership on the Young Women’s Initiative of New York City inspired seven other public women’s foundations to create young women’s initiatives in their localities. Together, they formed **The National Collaborative of Young Women’s Initiatives** to address the core structural issues that have kept too many of our nation’s low-income young women—particularly young women of color—from reaching their full potential. The Collaborative includes: Dallas Women’s Foundation, The New York Women’s Foundation, The Women’s Foundation of California, The Women’s Fund of Greater Birmingham, Washington Area Women’s Foundation, Women’s Foundation for a Greater Memphis, Women’s Foundation of Minnesota, and Women’s Fund of Western Massachusetts.
- The Foundation is a mission investor in **Level Forward (LF)**, which develops, produces, and finances high quality entertainment with Oscar, Emmy, and Tony-winning producers. LF uplifts the voices and work of women and people of color to create story-driven, impact-minded results of both financial and social value. LF formed in 2018 through a partnership between Killer Content and Abigail Disney and has already released critically acclaimed productions including the reimagined Broadway hit *Oklahoma!* and new productions *What the Constitution Means to Me* and *Jagged Little Pill*.



“Through our funds, we welcome others in philanthropy to adopt our best practices, including our ground-up approach, in collectively targeting investments to support the economic security, self-determination, and leadership of all women.”

## MULTIPLYING INVESTMENT IN WOMEN'S LIVES

The Foundation leads funding collaboratives designed to attract attention and investment in key areas of women's lives in New York City and beyond. Through our funds, we welcome others in philanthropy to adopt our best practices, including our ground-up approach, in collectively targeting investments to support the economic security, self-determination, and leadership of all women. Our funds include:

- **The Fund to Support the Me Too Movement and Allies** - Ensures support for and uplifts the leadership of survivors and invests in building healthy communities.
- **The Justice Fund** - Supports reform efforts that center and uplift the leadership of justice-involved women, families, and communities.
- **The NYC Fund for Girls and Young Women of Color** - Works to ensure the success of girls, young women, and transgender and gender-nonconforming youth of color.

## BRINGING OUR EXPERTISE TO KEY ISSUES

The Foundation joins key decision-making tables, bringing our own expertise, longstanding commitment, and the voices of our grantee partners. These include:

- **Capacity Building Funding Collaborative**
- **Disability Inclusion Fund**
- **Early Childhood Partners NYC Collaborative**
- **Funders Committee for Civic Participation**
- **Funders for Gender Equity at Philanthropy NY**
- **Grantmakers United for Trans Communities**
- **Justice Reform Group at Philanthropy NY**
- **New York City Workforce Funders**
- **NYS Grantmakers for Census Equity & the NYS Census Equity Fund**



Damayan Migrant Workers Association

## SUPPORTING CATALYTIC CHANGE

The Foundation partners with grantee organizations to support their efforts to strengthen other community organizations by sharing their knowledge and expertise.

- With support from The Foundation, **A Call to Men** has provided training and assistance to approximately 50 New York City programs to help their leaders build capacity to engage men and boys in ending gender-based violence; expanded their LIVE RESPECT curriculum for middle and high school aged youth; launched and sustained an annual conference for organizers, advocates, and educators; and launched the Healthy Manhood Collaborative to engage community leaders partnering to amplify their work with male leaders and allies through skills sharing, training, and healing sessions.
- Founded in 2013 by a woman living with a disability, **RespectAbility** fights stigmas and advances opportunities for people living with disabilities by finding and disseminating best practices that can dramatically improve their lives. With The Foundation's investment, RespectAbility is launching a community of practice in NYC to engage and build the capacity of nonprofit and philanthropic institutions and increase their impact on the lives of women living with disabilities.



## Advancing Economic Security and Justice

**I**n New York City, women of color and immigrant women bear the brunt of responsibility for both raising and providing for their families, for being the labor force that is a backbone of our economy, and for creating solutions that sustain their communities. Many of the social issues facing New York City's immigrants and women of color are the direct result of unequal pay, poor working conditions, and exploitative financial practices rooted in historical discrimination and racism.

The Foundation knows that implementing meaningful change involves building economic

security and transforming systems and policies that support financial sustainability and growth. We continue to invest in organizations and programs that increase job opportunities and paths to business ownership; fight for equal pay and family-supportive workplaces; strengthen access to quality childcare; and address barriers to employment such as housing insecurity and a history of incarceration. The Foundation also invests in new economic approaches that result in higher earnings and entrepreneurial innovations such as worker co-ops, community land ownership, debt elimination, and public banking.



“ The New York Women’s Foundation provides critical support for Business Center for New Americans’ work with refugee women, many of whom flee to New York from non-urban environments and arrive without the skills and networks they need to successfully support themselves and their families. Through The Foundation’s funding, we are able to provide help, encouragement, and inspiration through peer group meetings, training in starting or managing a business, and access to microloans, as well as to introduce them to inspiring role models who come from similar backgrounds and have successfully started businesses and attained self-sufficiency. ”

-Yanki Tshering, Executive Director,  
Business Center for New Americans



### Economic Security and Justice Grantee Partners:

African Communities Together  
African Refuge  
ALIGN: the Alliance for a Greater New York  
Backstretch Employee Service Team of NY  
Belmont Child Care Association, Inc.  
Brandworkers  
Business Center for New Americans  
Center for Frontline Retail  
Cooperative Economics Alliance of New York City  
Custom Collaborative  
The Debt Collective  
Faith in New York  
Gender Equality Law Center  
Jews for Racial and Economic Justice  
Latinas on the Verge of Excellence - L.O.V.E. Mentoring Program  
Latino Leadership Institute  
Latino Justice PRLDEF  
Laundry Workers Center  
Masa-MexEd  
Mekong NYC  
Minkwon Center for Community Action  
Neighbors Helping Neighbors, Inc.  
Neighbors Together  
New Economy Project  
New Immigrant Community Empowerment  
New York Paid Leave Coalition  
New York State Tenants and Neighbors P.A.'L.A.N.T.E. Harlem  
PowHer New York  
Race Track Chaplaincy of America  
Metropolitan New York Division  
RespectAbility  
United Women Firefighters  
Voices of Community Activists and Leaders – VOCAL NY

**Anti-Violence and Safety Grantee Partners:**

A CALL TO MEN

Black Women's Blueprint

Community Connections for Youth, Inc.

DRUM – Desis Rising Up & Moving

Jahajee Sisters

Justice Committee

Mixteca Organization

Queer Detainee

Empowerment Project Rise

The Healing Center

Women's Justice NOW

**The Fund for the Me Too Movement and Allies Grantee Partners:**

Black Women's Blueprint

Equality Labs

The 'me too' Movement Violence Intervention Program

**In Partnership with The Women's Foundation of California:**

Black Emotional and Mental Health Collective  
Free From

**In Partnership with The Women's Foundation of Minnesota:**

The Firecracker Foundation

**In Partnership with the Washington Area Women's Foundation:**

DC Rape Crisis Center

## Ending Gender-Based Violence

All girls, women, and gender-nonconforming individuals have the right to live free of violence. For more than three decades, The Foundation has invested in addressing the immediate needs of women and girls who suffer physical, emotional, and sexual violence, and in creating lasting changes in institutions and beliefs that perpetuate gender-based violence. The Foundation focuses on particularly underinvested communities such as women of color, transgender women, immigrants, and low-income women.

In 2018, The Foundation took its investment to end gender-based violence to another level by partnering with 'me too' Movement founder Tarana Burke to launch the Fund for the Me Too Movement and Allies. The Fund ensures support for and uplifts the leadership of survivors by investing in women of color activists and organizations around the country working to interrupt and prevent sexual violence and promote the healing of individuals and communities. The Foundation is partnering with women's foundations across the country to leverage their expertise in helping identify and support regional and local



survivor-led organizations for investment. The partnership's initial membership includes the Washington Area Women's Foundation, Women's Foundation for a Greater Memphis, Women's Foundation of Minnesota, Women's Foundation of California, Women's Fund of Western Massachusetts, and Women's Funding Network. Other public women's foundations are welcome to join the partnership.

Philanthropic partners include CBS, Inc., InFaith Community Foundation, The Nathan Cummings Foundation and The Pinpoint Foundation.

“ Through the support of the New York Women’s Foundation, The Healing Center has strengthened our youth component to prevent the spread of violence in intimate relationships, families, schools, and communities. Our preventive programs support women and girls in becoming the change they want to see in the world through acts of community organizing, activism, and the arts. Funding from The New York Women’s Foundation ensures we are able to continue framing our work through the feminist and woman’s perspective and through the lens of antiviolenace and safety. ”

-Antonia Clemente,  
Executive Director, The Healing Center NY



# Protecting Health, Sexual Rights, and Reproductive Justice

**T**he Foundation recognizes health as a fundamental right and necessity for a woman to achieve and sustain complete mental, political, economic, and social well-being. We are focused on efforts that protect and ensure reproductive justice and rights, especially for low-income women and women of color, and protecting access to quality care. As a grantee partner of Groundswell's Catalyst

Fund, The Foundation committed to partner and increase investments and visibility of the vital contributions of women of color who are leaders in the reproductive justice movement. Through our grantmaking, we resource organizing and power-building strategies for reproductive justice and support the leadership of women of color, and trans and gender non-conforming communities within this work.



“ Our New York Latina Advocacy Network (NY LAN) initially began in 2004 as an informal volunteer group of engaged Latina/xs in New York City following the March for Women’s Lives that year. However, it wasn’t until The New York Women’s Foundation first invested in the NY LAN in 2015 that we were able to transform it into a full formal program with dedicated staff. Since then, The Foundation’s support has allowed the NY LAN to work hand in hand with Latina/x activists and leaders from across the city, providing opportunities for them to deepen the skills and knowledge they need to cultivate lasting change for their families and communities. The Foundation’s support is not just an investment in our work, but in greater community power. ”

## Health, Sexual Rights, and Reproductive Justice Grantee Partners

Fostering Progressive  
Advocacy Foundation Inc.  
National Latina Institute for  
Reproductive Health  
Pride Center of Staten Island

-Jessica Gonzalez-Rojas,  
Executive Director, National Latina Institute for Reproductive Health

## SPOTLIGHT:

### Fellow in Residence Imara Jones

As a Fellow-in-Residence at The New York Women's Foundation I have been excited by the ability to research, advise and craft ways that The Foundation can leverage its unique voice to impact critical public conversations about essential issues. The Foundation's ideas, approach and emphasis on meeting the critical needs of all women is essential to the future wellbeing of everyone. Its perspectives need to be heard now more than ever.

Additionally I am thrilled to be contributing my thoughts on ways that The Foundation can further support transgender and gender non-conforming communities (TGNC). The Foundation is already one of the top funders of TGNC efforts in the nation, but realizes that the challenges are even greater. And it is why—given the tremendous pressure that TGNC individuals have come under in recent years—The Foundation is actively exploring ways to take all that it is doing to the next level.

More broadly my work at The Foundation intersects with the approach and vision for my project TransLash. TransLash is a multi-episode docuseries and digital media project aimed at embedding new narratives of transgender people of color into public consciousness, thereby helping to decrease cultural hostility towards this community—the most marginalized of the marginalized—and save lives.

Ignorance of trans people in the United States is fueling an epidemic of violence which targets this vulnerable community, especially Black trans women, in a way that's nearly unmatched on the planet. Only Brazil and Mexico experience more trans murders than the United States each year, with anti-LGBT+ violence at historic levels according to the FBI since 2016. TransLash looks to use the power of media and personal narrative to help stop the violence.

Over the next year, TransLash will further these objectives by using video, digital and interactive media and live events to 1) create a variety of stories aimed at thought-leaders and the public-at-large and 2) allow trans people to personalize their own story for the nearly 9 out of 10 Americans who say that they don't personally know a trans person.

Without the support of The Foundation as an early backer of me and my work, TransLash would not have been possible."



*Imara Jones is an Emmy and Peabody Award winning journalist and intersectional news-producer. She is the creator of TransLash, a docuseries about what it is like to be trans at a time of social backlash and the host of The Last Sip, a weekly news show currently on hiatus which targets Millennials of color, especially women and the LGBTQ community. Imara has been featured regularly in a number of leading news outlets such as The Guardian, The Nation, MSNBC, CNBC, NPR, Mic, The Grio and Colorlines. Imara has held economic policy posts in the Clinton White House and communications positions at Viacom. She holds degrees from the London School of Economics and Columbia.*

## Building Our Future by Investing in Girls, Young Women, and TGNC Youth of Color

**T**he Foundation remains committed to focusing on solutions that advocate for, serve, and promote young girls' well-being. Our investments strengthen community-based organizations created by and for young women of color.

2018 marked the fifth year of IGNITE!, The Foundation's initiative uniting community, philanthropy, and girls, young women, and trans and gender-nonconforming (TGNC) youth of color themselves to radically change the way that society views and supports them. By advancing systemic change, The Foundation creates a world where girls, young women, and TGNC youth of color can succeed economically and socially.

Through the NYC Fund for Girls and Young Women of Color, The Foundation continued to support organizations working to address root causes of gender and racial inequity for girls and young women of color and invested in youth-led solutions to intersectional issues such as TGNC rights, education access, criminal justice reform, and immigration justice. The Fund works to shift philanthropic practices by increasing sustained investments for girls and young women of color and sharing knowledge on effective strategies and approaches.

Fund members include: Andrus Family Fund, Brooklyn Community Foundation, Cricket Island Foundation, Fondation Chanel, Ford Foundation,





Foundation for a Just Society, Jessie Smith Noyes Foundation, The Harnisch Foundation, Ms. Foundation for Women, The New York Community Trust, The New York Foundation, North Star Fund, NoVo Foundation, Pinkerton Foundation, Scherman Foundation, Schott Foundation, Stonewall Community Foundation, Surdna Foundation, Third Wave Fund, and the William T. Grant Foundation.

The Foundation's Girls IGNITE! Grantmaking is a youth grantmaking program aimed at engaging, educating, and empowering economically, racially, and culturally diverse self-identified youth through philanthropic education and giving. The program activates a new generation of philanthropists by: promoting an awareness of social justice issues; developing leadership and team-building skills; educating youth about philanthropy; and engaging them in hands-on grantmaking.

**2018 marked the fifth year of IGNITE!, The Foundation's initiative uniting community, philanthropy, girls, young women, and trans and gender-nonconforming (TGNC) youth of color to radically change the way that society views and supports them.**



**IGNITE Grantee Partners:**

- Black Women's Blueprint
- Dominican Women's Development Center
- Early Childhood Partners NYC via the New York Community Trust
- Flanbwayan Haitian Literacy Project
- Futuro Media Group
- Girls Write Now
- Kings Against Violence Initiative, Inc.
- Legal Momentum
- Liberation Prison Yoga
- The Lilly Awards
- The New School

## NYC Fund for Girls and Young Women of Color Grantee Partners

American Indian Community House of New York  
Ancient Song Doula Services  
Black Alliance for Just Immigration  
Black Trans Media  
Black Women's Blueprint  
BlackFem, Inc.  
The BLK Projek  
Brown Girl Recovery  
CAAAY: Organizing Asian Communities  
Community Connections for Youth, Inc.  
DRUM- Desis Rising Up & Moving  
Flanbwayan Haitian Literacy Project  
Girl Vow, Inc.  
Global Action Project  
Hetrick-Martin Institute  
Jahajee Sisters Empowering Indo-Caribbean Women  
La Colmena  
MASA-MexEd  
Mekong NYC  
New York City Anti-Violence Project  
New York State Youth Leadership Council  
New York Transgender Advocacy Group  
Raise: Revolutionizing Asian American Immigrant Stories on the East Coast  
Sakhi for South Asian Women  
The Center for Anti-Violence Education  
The New York City Urban Debate League  
The WOW Project  
The Young Women of Color HIV/AIDS Coalition  
Theatre of the Oppressed  
Truthworker Theatre Company  
Turning Point for Women and Families  
United We Dream  
viBE Theater  
Welfare Rights Initiative  
The WomanHOOD Project  
Women of Color in Solidarity

“ So many new victories this year were achieved with the support of the NYC Fund for Girls and Women of Color! Our most significant achievements include building more active partnerships with alternative-to-incarceration programs and non-secure placement homes as well as building more pipelines to social justice movement leadership (rather than prison) by linking girls from our site-based program to our paid peer leadership program. Thank you for making it possible for our collective to continue to grow! ”

-Wakumi Douglas  
Co-Founder/Executive Director &  
Jamy Drapeza,  
NYC Program Manager,  
SOUL Sisters Leadership Collective



New York State Youth Leadership Council

*Dr. Alethea Taylor, Rh.D., CRC is a distinguished lecturer at Hunter College School of Education in the Department of Educational Foundations and Counseling. Recently, she served as the Executive Director of Greenhope Services for Women, helping women with substance use disorders who were formally incarcerated. Alethea has served as a member of the Mayor's Office of Criminal Justice Reentry Committee and is currently a member of The Independent Commission on New York City Criminal Justice and Incarceration Reform. Alethea holds a doctorate in Rehabilitation Counseling from Southern Illinois University at Carbondale, a Masters from New York University in Vocational Rehabilitation Counseling and is a Certified Rehabilitation Counselor.*

## **Fellow in Residence Alethea Taylor**

"I am connected to this work for so many reasons. First and foremost, as a system-impacted person as my brother is formerly incarcerated. I saw family members including my mother go through the pain of his incarceration. My experience both as his sister and in taking on a significant role in supporting his reentry has been a key connection to the work for me. I've also worked for more than two decades serving women who are formerly incarcerated and am a member of The Independent Commission on New York City Criminal Justice and Incarceration Reform.

At The Foundation, I've been advising on The Justice Initiative Fund, bringing my expertise to the strategic development of the work and engaging stakeholders from different areas within criminal justice movement. One of the highlights of my time at The Foundation has been working with the Justice Advisory Committee. It's comprised of 15 individuals who identify as women, transgender or gender non-conforming (TGNC) and who have direct experience or are system-impacted. We are engaging them in helping to develop the strategy for The Foundation's initiative. The Justice Advisory Committee is incredibly unique in the field. The Foundation has introduced a "family centered" paradigm for justice that centers women (including TGNC), families and communities. It's working to dismantle systems of oppression in the justice system, create systemic change as well as greater opportunities for New York City families and communities. The Justice Initiative Fund advances how The Foundation has always worked—from the ground-up and very community-focused.

In many ways, I feel like I've come full circle. I started this work with an internship at Greenhope Services for Women which is a comprehensive residential substance use treatment program for formerly incarcerated women. I had the honor of leading Greenhope as its Executive Director. Now I have the opportunity to approach the work in a new and different way by uplifting the voices and leadership of justice-involved women and their families. It's been truly inspiring."

## Placing Women and Families at the Center of Efforts to Dismantle Mass Incarceration

**D**iscussions on dismantling mass incarceration have moved from the margins to the center, with the closing of the infamously violent and dysfunctional Rikers Island in sight. Yet this moment of opportunity begs the question: what about women? The Foundation is answering the call by using its influence to uplift the voices and leadership of women, families, and communities. Building on its history of supporting justice-involved women and families, we launched **The Justice Initiative Fund** in the fall of 2018. The Fund is the first of its kind in the country to engage in criminal justice reform through a lens of gender and racial equity.

The Justice Fund invests in a variety of reform efforts including: grassroots organizing to close Rikers Island beginning with the Rose M. Singer

Center; alternatives that significantly decrease the involvement of women and families in all aspects of the system; and supports for women currently impacted by the system to remain successful parents, live free from violence, and be economically secure. The Fund also supports community building and reinvestment including key supports such as housing, mental health, leadership development, mentoring, education, and training for families in neighborhoods and communities most impacted by the inequities of the criminal justice system.

Philanthropic members include:

- **The Art for Justice Fund, Ford Foundation**
- **Frances Lear Foundation**
- **The Pinkerton Foundation**

### Justice Fund Grantee Partners

**Beyond the Box**  
**Correctional Association of**  
**New York**  
**HousingPlus Solutions:**  
**Women's Community Justice**  
**Association**  
**NY Youth Justice Initiative**  
**Robert F. Kennedy Human**  
**Rights: Mass Bailout**  
**Initiative**

Building on its history of supporting justice-involved women and families, we launched The Justice Initiative Fund in the fall of 2018. The Fund is the first of its kind in the country to engage in criminal justice reform through a lens of gender and racial equity.

“ The New York Women’s Foundation has been a leading force for social justice in New York City for many years, and the launch of the Justice Fund is a major step forward on the path to remaking New York City’s criminal justice system. The push to close the dysfunctional Rikers Island jail complex is one of the most far-reaching public policy initiatives in recent history and means the transformation of the justice system in our city. The Justice Fund’s focus on women, families, and impacted communities is a timely and important recognition that those most affected by mass incarceration must have a central role in this endeavor. ”

-Hon. Jonathan Lippman,  
former Chief Judge of New York State,  
Chair of the Independent Commission on NYC Criminal Justice  
and Incarceration Reform and of counsel at Latham & Watkins LLP



Robert F. Kennedy Human  
Rights: Mass Bailout Initiative

## Resilience-NYC

### Grantee Partners

Adhikaar for Human Rights  
and Social Justice  
Backstretch Employee  
Service Team  
Callen-Lorde Community  
Health Center  
Center for Anti-Violence  
Education  
Cidadão Global  
Community Voices Heard  
DAMAYAN Migrant Workers  
Association  
Mixteca  
Movement for Justice  
in El Barrio  
New Immigrant Community  
Empowerment  
Sapna NYC  
Urban Justice Center:  
Community Development  
Project

### Resilience NYC – Civic Engagement Grantee Partners

Coro New York  
Leadership Center  
Generation Citizen  
Girls for Gender Equity  
Higher Heights  
Leadership Fund  
IGNITE!  
New American Leaders  
New Leaders Council  
New York City Anti-Violence  
Project  
New York Immigration  
Coalition  
VoteRunLead  
The New York State Census  
Equity Fund  
via the New York  
Community Trust

# Protecting Our Democracy and Promoting Women’s Civic Leadership

**I**n a time of intensifying attacks on democracy and attempts to roll back the rights of women, LGBTQI individuals, immigrant communities, and communities of color, The Foundation has continued to build on Resilience-NYC, an initiative we launched following the 2016 presidential election and shifts in policy since then.

The Foundation has always responded to extraordinary stressors for communities that are already under-resourced. For example, in 2008, The Foundation responded to the Great Recession by boldly investing to increase long-term financial security for underinvested women and families through its RISE NYC initiative.

Through Resilience-NYC, The

Foundation is investing in strategies that support immigrant rights, political empowerment, and engagement of women and youth in an informed, vibrant democratic process. We are focused on enhancing women’s participation, leadership, and influence in public life during a tumultuous political era for girls, women, and gender-fluid individuals without fear of retaliation, voter fraud, and other forms of suppression.

This year, for the first time in The Foundation’s history, we awarded multi-year Resilience-NYC grants focused on civic engagement to facilitate our grantee partners’ ability to plan near- and long-term initiatives. This allows them to sustain their efforts through 2020.



Girls for Gender Equity

“The New York Women’s Foundation has been a vital partner of VoteRunLead—not only in supporting the work that we do to empower women to create solutions and make positive change in their communities, but also in pushing us forward and asking us how we can do our work more effectively. Our trainings, which build the leadership of a diverse group of women, are expanded and refined by The Foundation’s stalwart commitment to promoting economic, gender, and racial justice to women who have deep, firsthand knowledge of the issues they seek to change. We are grateful to The New York Women’s Foundation and I know that the thousands of amazing New York women who have ramped up their leadership and impacted their communities are, too.”

-Erin Vilardi, Founder and CEO, VoteRunLead



# Investing in Women's Leadership and the Sustainability of Organizations

The Foundation provided leadership and capacity building support to grantee partners through partnerships with nonprofit providers. Through these partnerships, The Foundation's grantee partners participated in structured peer learning opportunities, combined with one-on-one consultations, to increase their programmatic capacities in leadership and organizational development, strategic planning, and fundraising.

## Capacity Building Partnerships

- **Cause Effective** provided a series of workshops and one-on-one consultations for grantee partners to strengthen individual donor development, increase overall fundraising capacity, and board development training. In partnership with The Foundation, Cause Effective also led the second cohort of our Directors of Development Learning Circle to help guide incoming development directors into savvy, effective professionals. Six grantee partners participated in this cohort.
- The **Citizens Committee for New York City** provided micro-grants, project planning assistance, and resources to volunteer-led groups supporting women through education, physical activity, historical record keeping, and more in 17 neighborhoods throughout New York City.
- The Foundation partnered with **Community Resource Exchange (CRE)**, for the second cohort of the leadership development program for executive directors of grantee partner organizations. Through action learning, peer support groups, and executive coaching, six executive directors leveraged strengths and identified barriers to improved performance, developed key learning and professional development goals, and charted the best path to accomplish those goals.
- The **Kripalu Institute for Extraordinary Living** provided grantee partners the opportunity to participate in a weeklong immersion program to unlock their innate capacity for stress resilience and optimal performance through mindfulness tools and practices.
- The **Omega Women's Leadership Center at the Omega Institute** provided an intensive leadership development retreat for three grantee partners and support to explore their unique leadership values, vision, and voice as women leaders.



Violence Intervention Program

## Individual Grants

The Foundation awarded capacity-building grants to strengthen organizational infrastructure and increase the effectiveness of their programmatic activities.

- Center for Frontline Retail
- Community Connections for Youth
- Coro New York Leadership Center
- Futuro Media Group
- Gender Equality Law Center
- Generation Citizen
- Justice Committee
- Latinas On the Verge of Excellence - L.O.V.E. Mentoring Program
- Latino Justice PRLDEF
- Latino Leadership Institute
- Lilly Awards Foundation
- Mekong NYC
- Neighbors Together
- New American Leaders
- New Economy Project
- New Immigrant Community Empowerment
- New York City Anti-Violence Project
- New York State Tenants and Neighbors
- PowHer NY
- Pride of Staten Island
- RISE
- Soledad O'Brien and Brad Raymond Foundation
- Trinity Healing Center, Inc.
- Voices of Community Activist and Leaders, Inc. (VOCAL-NY)
- Women's Justice NOW

Higher Heights



### **2018 New York Capacity Building Funder's Collaborative**

The New York City Capacity Building Collaborative consists of 13 social justice foundations—including The Foundation as the lead partner—that collectively pool resources to build the capacity of grassroots community-based organizations. The Collaborative's mission is to provide our collective community of grantee partners with opportunities for trainings and technical assistance to strengthen their leadership and organizational capacity. We aim to create space for organizations to learn from each other and build relationships and new partnerships.

In 2018, The Foundation partnered with the New York City Capacity Building Collaborative to offer grantees the following workshops and trainings on topics that include:

- Risk Planning
- City Hall Advocacy
- Lobbying for 501(c)(3)s
- Coalitions
- Management Center
- Community Organizing
- Grassroots Fundraising
- Financial Planning
- Communications and Narrative Strategy
- Grant Writing
- Healing Justice
- Multi-Racial Solidarity

“Higher Heights Leadership Fund is elevating Black women's growing political power and demonstrating the need for greater engagement, recruitment, and inclusion of Black women in politics and government. The Cause Effective Resource Development Institute was a great refresher course for Higher Heights. It confirmed fundraising strategies and procedures to support effective management of the organization during this rapid growth period. It also helped us to determine areas where we needed to increase our focus. The Institute provided tools and one-on-one support to assist in our efforts to strengthen and expand our board of directors.”

-Glynda Carr, President & CEO, Higher Heights Leadership Fund

“ For the past four years, The New York Women’s Foundation has supported The Center for Frontline Retail and our retail worker members’ advancement, community-building, and leadership development through their Early Investment initiative. Over the past two years while we worked through a leadership transition, The Foundation offered generous capacity-building and professional development opportunities that let our board of directors and staff develop tools that ensure our organization thrives. This funding allowed our board to work with consultants on governance while searching for and on-boarding a new executive director, and enabled staff to gain new skills at Cause Effective’s development director’s learning circle and build resilience at Kripalu. ”

-Nina Terhune, Operations Director, The Center for Frontline Retail



### Community Support Grants

- Ancient Song Doula Services
- Business Center for New Americans
- Blanton Peale Institute
- Callen-Lorde
- Center for Family Life – SCO Family of Services
- Center for Frontline Retail
- Custom Collaborative
- Gay Men’s Health Crisis
- Higher Heights Leadership Fund
- Iris House
- Japanese American Association Charitable Fund
- Just Leadership USA
- Lifeway Networks
- Mixteca
- National Conference of Puerto Rican Women
- Neighborhood Technical Assistance Clinic
- New American Leaders
- Staten Island Women Who March
- The Uncomfortable Conversation
- Urban Youth Alliance – Bronx Connect
- Violence Intervention Program
- VoteRunLead
- Washington Area Women’s Foundation



Sadie Nash Leadership Project

### Strategic Discretionary Grants to Support and Strengthen Organizations

The Foundation responded to emerging issues and immediate needs that fall outside the scope, size, and timing of The Foundation’s fall and spring grant guidelines that are in accordance with our mission.

Active Citizen Project  
Inc.

ALIGN: the Alliance for a Greater  
New York

Asian American  
Federation

Asset Funders Network

Beyond Bold and  
Brave

Black Agency Executives Inc

Black Women’s Blueprint

Center for Popular  
Democracy

Civic Nation

Civically Re-Engaged Women

Common Justice

Coordinadora Paz para la Mujer

Dari Project

Domestic Workers United

Dominican Women’s Development  
Center

En Garde Arts

Fund for the City of NY

Funders’ Committee for Civic  
Participation

Futuro Media Group

Gay Men’s Health Crisis

Girls Educational and Mentoring  
Services

Girls for Gender Equity

Grace and Mattie Films, LLC

Graduate Center Foundation

Groundshift

Guild Hall of East Hampton Inc.

Hetrick-Martin Institute

Human Services Council of  
New York

Mayor’s Office of Special Projects  
and Community Events – Mayor’s

Fund to Advance New York City

Mount Sinai Hospital - Adolescent  
Health Center

Neighbors Helping Neighbors,  
Inc.

New York Immigration Coalition

New York State Youth Leadership  
Council

New York University - Fellowship for  
Emerging Leaders in Public  
Service

Oria Media

Queens Library Foundation

Resilience Advocacy

Project

Restaurant Opportunities Centers  
United

Sadie Nash Leadership Project

United Neighborhood Houses of  
New York, Inc.

Violence Intervention

Program

Caribbean Cultural Center African

Diaspora Institute

Women’s Enews

Women’s Foundation of Minnesota

Women’s Funding Network

## Offering Bold Leadership on What Works



The Foundation released the final installment in our Voices from the Field Series, *Blueprint for Investing in Women Age 25-59*. In New York City, women of color and immigrant women, age 25-59, bear the main brunt of responsibility for both raising and providing for their own families; for furnishing the labor force that undergirds the economy; and for leading the projects that sustain their communities. For more than three decades, a roster of determined grassroots women-led organizations have worked to improve the economic security, safety, health, and empowerment of this critical segment of the population. The report offers an overview of the demographics and situations of women and LGBTQI individuals whom the organizations work with, analyzes their main areas of focus and descriptions of their most effective programs, and provides recommendations for ongoing or new action.

Each year, more than 5,500 women are admitted to the jail at Rikers Island. And while there has been much activity throughout New York City on criminal justice reform in recent years, including consensus among policymakers to close Rikers Island and cut the number of people involved in the system by half within a decade, gender-specific solutions remain elusive. To address this, The Foundation partnered with the Vera Institute of Justice to identify gender-informed strategies for getting New York City women disentangled from the criminal justice system. A culmination of dialogue among more than 20 nonprofit organizations and New York City agencies, *A New Path to Justice: Getting Women Off Rikers Island* reflects our commitment to ensure that those with expertise on systemic solutions for women have the opportunity to inform thought leadership in the field.

Visit [www.nywf.org/reportsandpublications](http://www.nywf.org/reportsandpublications) to read these and other reports.



The Foundation secured coverage on the most pressing issues affecting women, including the launch of our two new collaborative funds, The Fund to Support the Me Too Movement and Allies and The Justice Fund. The Foundation's work has been covered in outlets including:

**The New York Times**

**CHICAGO SUN-TIMES**

**Chicago Tribune**

**teenVOGUE**

**The Miami Herald**

**The Washington Post**

**USA TODAY**

**The Seattle Times**

## Getting the Word Out

**"First to Invest." The Latest From a Women's Foundation That's Not Afraid of a Challenge**

*Inside Philanthropy, July 26, 2018*

"The foundation does not shy away from challenging causes like fighting human trafficking and supporting poor transgender youth in urban environments. It states it is 'often the first to invest in emerging community-led solutions.' It frequently gives to the same partners repeatedly and prides itself on practicing participatory grantmaking, in which guidance is sought from members of the involved communities."

**19 million tweets later: A look at #MeToo a year after the hashtag went viral**

*USA TODAY, October 13, 2018*

"An important aspect of this is ensuring that resources are available to survivors –especially in rural, working class and immigrant communities and communities of color. That is just one of the powerful ways [The New York Women's Foundation] can make sure the movement creates the necessary change to end gender-based violence."

## Equalizing the Power Dynamic in Philanthropy

Philanthropy New York, March 1, 2018

“Participatory grantmaking is a powerful tool with enormous potential to change how we think about and carry out philanthropy. That’s why, for more than three decades, it has been the cornerstone of The New York Women’s Foundation’s approach to funding...It is one of many levers that can dismantle racism, sexism, and elitism, which exists even in the world of philanthropy and giving, from the inside.”

## New Fund to Support #MeToo Efforts

Chronicle of Philanthropy, June 7, 2018

“However, the New York Women’s Foundation fund is unusual because nonprofit leaders and activists working on the ground for years to address sexual violence, such as [Tarana] Burke, will decide how the fund’s assets are used. A primary goal is to get the money into the hands of leaders perpetually overlooked by philanthropy.”

## A Moral and Practical Imperative: A Women’s Foundation Fights Mass Incarceration

Inside Philanthropy, November 8, 2018

“The Justice Fund will focus on systemic reform and investing in alternatives to incarceration that promote fairness, safety, and overall well-being and that build on community solutions and leadership.”



WHEDCO

# 2018 Public Education Events

The Foundation brought together community, policy, and research experts at our public education events, which included:



## In Focus: Where We Stand: Year One of the New Administration

Panelists included:

Saru Jayaraman, Co-Founder and President, ROC United, and Director, Food Labor Research Center at UC Berkeley

Jamilah Lemieux, Vice President - News and Men's Programming, iOne Digital

Farah Tanis, Co-Founder & Executive Director, Black Women's Blueprint, and Lead Organizer, March for Black Women

Karen Tumulty, National Political Correspondent, The Washington Post

Moderator Deborah N. Archer, Professor of Law and Director of the Racial Justice Project, New York Law School

## In Focus: Formerly Incarcerated Women

Panelists featured at public education event In Focus: Formerly Incarcerated Women (from left to right): Dr. Alethea Taylor, Fellow in Residence at The Foundation; Kandra Clark, Kandra Clark, Associate Vice President, Exodus Transitional Community; Leyla Martinez, founder & president, Beyond the Box Initiative; Vivian Nixon, Executive Director, College & Community Fellowship; Topeka K. Sam, Founder & Executive Director, The Ladies of Hope Ministries.



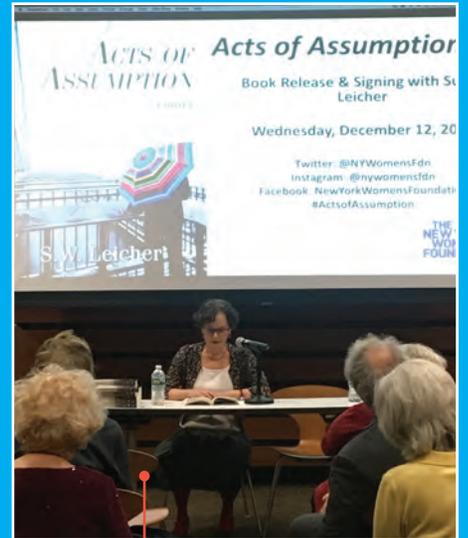
## Justice Fund Launch at Philanthropy New York

Foundation CEO Ana Oliveira with Soffiyah Elijah, Executive Director of the Alliance of Families for Justice and april glad, Senior Program Officer, Pinkerton Foundation.



**In Focus: Trans Women**

Panelists featured at public education event In Focus: The Impact of Policy on Trans Lives (from left to right): Mustafa Sullivan, Executive Director, FIERCE NYC; LaLa Zanell, Trans Justice Campaign Manager, ACLU; Bianey Garcia, Organizer, Make the Road New York; Nala Simone, TGNB Health Advocacy Coordinator, Callen-Lorde Community Health Center; Imara Jones, Journalist & Fellow-in-Residence, The New York Women's Foundation



**Acts of Assumption**

Acts of Assumption, the debut novel of Susan Leicher, author of the Voices From the Field series.

**Voices From the Field: Blueprint for Investing in Women Ages 25-59**

Pictured: Moderator Lilliam Barrios-Paoli, Senior Advisor, President of Hunter College and Former Deputy Mayor for Health and Human Services; Ana Aguirre, Executive Director, United Community Centers; Dina Bakst, Co-Founder and Co-President, A Better Balance.

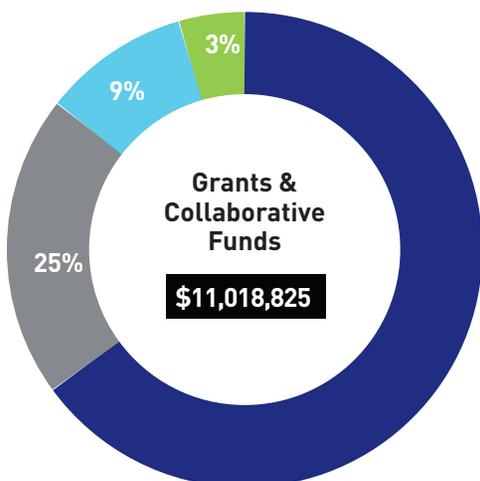


**Blowin' Up**

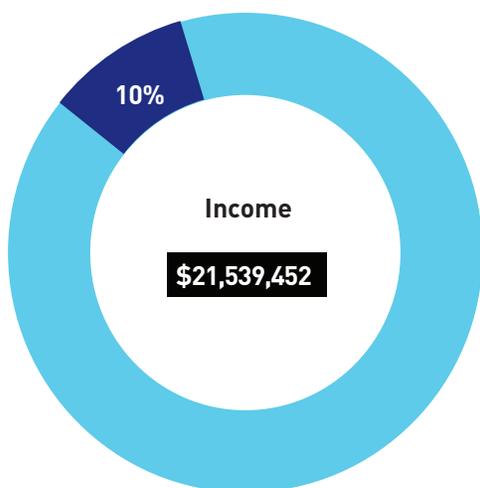
Blowin' Up, a documentary directed by The Foundation's board member Stephanie Wang-Breal. Panelists included: Stephanie Wang-Breal, Director, Blowin' Up; Hon. Toko Sirita, Judge, Queens Human Trafficking Intervention Court; Yvonne Chin, Manager, Anti-Trafficking Initiative, Sanctuary for Families; Afua Addo, Coordinator, Gender Justice Initiatives, Center for Court Innovation.



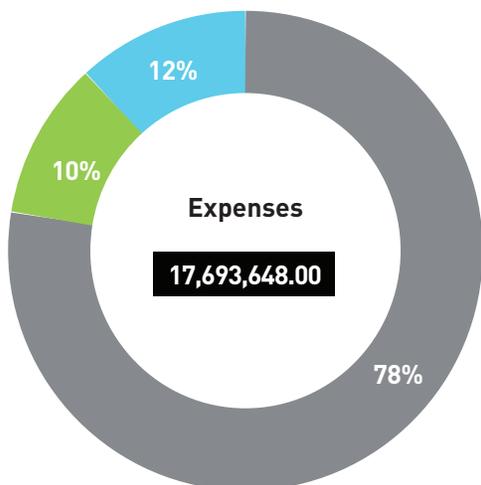
# FINANCIALS



- Grants 63%
- The Fund for Girls and Young Women of Color 25%
- The Fund for the MeToo Movement and Allies 9%
- The Justice Fund 3%



- Contributions and Grants 90%
- Special Events 10%



- Programs 78%
- Administration 10%
- Fundraising 12%

## Statement of Activities

Support & Revenue	Dec. 31, 2018	Dec. 31, 2017
Contributions & grants	\$19,431,922	\$18,147,375
Special events	2,107,530	2,236,500
Donated goods and services	164,770	64,600
Investment (losses) gains, net	(525,193)	1,142,934
Other income	22,260	12,209
Net Assets released from restrictions	—	—
<b>Total support and revenue</b>	<b>\$21,201,289</b>	<b>\$21,603,618</b>

Expenses	Dec. 31, 2018	Dec. 31, 2017
Grants, research, public education & leadership development	13,804,229.00	10,908,873
Administration	1,679,702	659,967
Fundraising	2,209,717	2,306,889
<b>Total expenses</b>	<b>17,693,648</b>	<b>\$13,875,729</b>
Change in net assets	3,507,641	\$7,727,889
Net assets - January 1	24,359,061	\$16,631,172
<b>Net assets - December 31</b>	<b>\$27,866,702</b>	<b>\$24,359,061</b>

## Statement of Financial Position

Assets	Dec. 31, 2018	Dec. 31, 2017
Cash and cash equivalents	\$9,019,958	\$13,112,729
Investments	8,734,203	9,076,202
Pledge receivable, net	13,494,186	2,462,792
Prepaid expenses	63,913	106,114
Other assets	128,537	158,788
Property and equipment, net	58,622	68,109
<b>Total</b>	<b>\$31,499,419</b>	<b>\$24,984,734</b>

Liabilities & Net Assets	Dec. 31, 2018	Dec. 31, 2017
Accounts payable and accrued expenses	446,838	\$387,696
Grants payable	3,003,500	68,000
Deferred rent liability	128,873	147,477
Funds received in advance	53,506	22,500
<b>Total liabilities</b>	<b>3,632,717</b>	<b>625,673</b>
Current	11,548,931	12,547,954
Board designated endowment	5,928,682	6,630,283
<b>Total unrestricted</b>	<b>17,477,613</b>	<b>19,178,237</b>
Temporarily restricted	8,589,494	3,381,229
Permanently restricted	1,799,595	1,799,595
<b>Total net assets</b>	<b>27,866,702</b>	<b>24,359,061</b>
<b>Total</b>	<b>\$31,499,419</b>	<b>24,984,734</b>

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Samantha Cooper	Krishna Gottipaty	Michelle Larsen	Shellecia Morgan	Aliya Sahai	Lisa Walborsky
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Ingrid Crain	Alice P. Green	Larry Lechner	Winnie Moses	Sara Saltzman	Mya Walker
Sarah Crandall	Jordan Greenberg	Suzy Lee	Stephanie Mulcock	Sarah Sandman	Bridget Walsh
Catharine Crandall	Barbara F. Greenstein	Melanie LeGrande	Janet Mulligan	Soumi Sarkar	Tracey Walsh
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Ilana Dell	Elizabeth A. Hanisch	Julia Lewis	Ivy Nallo	Mary Sell	Debra White
Felice A. Denny	Eileen Harris	Xiangru Li	Alejandra Naranjo	Pankti Sevak	Irene A. Williams
Christine Deska	Chante Harris	Jiming Liang	Lucy McAllister-Nevins	Regina Severs	Dana Williams
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Guiddalia Emilien	Robyn Brady Ince	Alyki Malliaros	Melanie Olin	Joanna Smith	
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