

# THE NEW YORK WOMEN'S FOUNDATION

Radical generosity.

## THE NEW YORK WOMEN'S FOUNDATION **IMPACT** REPORT



2019/20

A MESSAGE FROM **PRESIDENT & CEO**

# Dear Friends,



**T**he New York Women's Foundation is humbled to have endured 2020 with resilient supporters like you. With your support, our funding is building power for young women, women of color, trans and gender non-conforming (TGNC) individuals, and the movements they are leading.

In 2019-2020, the human collective underwent a seismic shift regarding how we operate as a society both on the day-to-day level and morally as a community. It will likely take years to process the fundamental shifts that took place, but we at The New York Women's Foundation have reflected on the type of impact we want to continue having and a renewed sense of purpose and mission for how we re-imagine our role as a community partner.

This has been made possible by our donors, partners, and supporters, who showed up when our grantees needed them most. 2020 helped push The Foundation's giving total to \$95 million, and we will reach \$100 million by the end of 2021 — a remarkable milestone for our 34 years in funding. What a true testament to our participatory grantmaking approach — and our donor partners who have invested in bold, women-led community-oriented solutions throughout the years.

Many of our grantee partners already work with the greatest communities at risk from the pandemic, so as COVID engulfed our city, country, and the world, they were poised to act quickly and support their communities in navigating the crisis. As a Foundation, we believe that early investment sets the stage for grantee partners to thrive, and in this case our partners were readily equipped to reduce barriers to assistance because of their deep community roots.

Similarly — as the world took to the streets to protest

systemic racism, once again so viscerally exposed by the murders of George Floyd, Breonna Taylor, and others — we remained active and able to respond promptly to the evolving needs of the community. An area of ongoing investment for The Foundation is centered on movements and the inequity rooted in the criminal justice system, economic security, civic leadership, and safety. Our response efforts are in close coordination with philanthropic organizations, advocates, government officials, and community leaders to sustain and deepen the impact of those efforts.

The events of the year may have forced us to physically disconnect, but it awakened our collective consciousness, manifesting new modes of togetherness. We are no longer willing to be complacent when it comes to systems built by oppressive means. The Foundation is furthering how we can partake in this collective action and influence philanthropic activism. We fund women who engineer solutions, explore what's possible, and re-imagine a future that leads to sustainable changes.

As we capitalize on this moment, we will continue to come together authentically to create lasting change for a just and equitable world. Together, we will build the future we want and give power to the people. Thank you to both our donors and grantee partners for supporting us through one of the most memorable moments in history. It has been a journey, and we couldn't have done it without you.

Onward,

A handwritten signature in black ink, appearing to read 'Ana L. Oliveira'. The signature is fluid and cursive, with a long, sweeping underline that extends to the right.

**Ana L. Oliveira**  
President and CEO



# Radical Generosity

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PARTNERING WITH COMMUNITIES:

# Our Philanthropic Commitment

**P**hilanthropy often lags behind in identifying and responding to movements. 2020, however, spurred immediate responses from the donor and giving communities as crises unfolded in real time. We saw our donor network's unflinching generosity through its rapid response to the crisis and commitment to making a difference. With their support, The Foundation swiftly raised \$1,010,000 of new funding to channel into sustaining vital services and providing emergency help during the ongoing pandemic.

This generosity is a true testament to our philanthropic approach. For 34 years, The Foundation has been a leader in philanthropy, as an early investor and a long-term partner of organizations supporting women, women of color and TGNC individuals. This means engaging in conversations on day one and taking a chance on, and investing in, women and community-led solutions before others do. We take calculated risks other organizations won't, because we fully believe solutions are often found in the places where the problems occur.

Since our founding, our programming has been co-designed with the community. We achieve this by actively listening to our partners, facilitating conversations, and bringing people together at the table early and often. It's

essential that we tap into our communities at a deeper level and hear from the voices our work most directly impacts. This approach allows us to see where potential issues may arise and accelerate funding to areas before the issues become crises.

Participatory grantmaking has been central to how we approach funding — members, leaders, and funders break down barriers by directly engaging with one another to support opportunities for local solutions and lasting change. When New York City experiences crises, The Foundation deploys our network of grantee partners to show up in full force and tackle the issue head-on, proving that our nimble approach to engaging adapts to any situation. Our Programs team listened closely to the needs of



those affected by the ongoing crises of COVID-19 and civil unrest, and we were able to responsively adapt our programming to match the moment.

Thanks in part to the virtual world we found ourselves operating in, The Foundation has expanded its reach beyond the boundaries of New York City at a speed we could not have imagined. We've continued to take our local approach nationally by joining a coalition of nine women's foundations looking to establish gender, economic, and racial equity.

## BY THE NUMBERS

- **3,155** individuals and organizations donated to The Foundation in 2019 and 2020.
- **1,441** new donors joined our mission in 2019 and 2020.
- **\$10,124,400** in grants made by The Foundation in 2019.
- **179** grantee partners supported by our grantmaking in 2019.
- **\$8,202,470** in grants made by The Foundation in 2020.
- **194** grantee partners were supported by our grantmaking in 2020.
- **88** grantee partners we supported with COVID relief.



## In the Media

In 2019 and 2020, The Foundation used its media influence to advocate for the communities we serve and for a more just and equitable world.

“Philanthropy is more than an act of giving; it’s taking action. And when women come together, there is a unique power held to create change. Our dollars are more powerful together.”

-Ana L. Oliveira, *Forbes*, December 2020

“Too often, those most impacted by incarceration are the ones we never hear from. At the core of the Justice Fund’s work is the belief that they are experts and should be included in all aspects of advocacy and systems change.”

-Ana L. Oliveira, *Inside Philanthropy*, April 2019



“A breakthrough I’ve had is understanding that what it takes to really change—what it takes to create great innovation and to create solutions—is other people. We need people who are living with problems, working on problems, because they hold the solutions. We need each one of us to come as we are and to do as we can.”

-Ana L. Oliveira, The Wall Street Journal, November 2020

## RADICAL GENEROSITY IN A TIME OF CRISIS

### First Responders: Meeting the Challenge of COVID-19

**H**istory has shown us that in times of crisis, those most marginalized — specifically women, women of color, TGNC individuals and people living with disabilities — tend to suffer in disproportionate ways compared with the broader population. New Yorkers have proven their resiliency time and time again in showing up to support their community.

When the pandemic first hit, our Programs staff reached out to grantee partners to understand what the community needed and where we could be the most supportive. Our grantee partners rose to the occasion yet again, this time as the much-needed lifeline for many communities in New York and around the country. Eighty-three percent of our grantee partners expanded their program offerings and helped mitigate the medical, economic, and social devastation on the communities they serve. Despite their own acute stresses and overly stretched resources, our

grantee partners skillfully offered lifelines to constituents who had no other place to turn. They retooled training programs to meet the demands of the new remote reality; developed counseling services to address the unthinkable grief caused by the avalanche of loss; offered a stream of online services — legal, psychological, financial — to those facing exacerbated partner violence; and created channels for distributing survival items: protective equipment for home health aides and food and cash for families facing hunger and eviction.





83% of our grantee partners expanded their programmatic offerings and helped to mitigate the health, economic, and social devastation on the communities they serve.

The Foundation felt it imperative to meet the demands of the moment and support our grantee partners' operational shift, so we redesigned our grant application forms. We made the forms even easier to complete and submit, and we also developed a system for distributing grant monies electronically so that we can allocate resources more quickly.

Throughout the transition, we reached out to our donors to keep them abreast of the changes and ask how they were coping—as they had a vital role to play as we transitioned. Those strategic efforts generated more than a million dollars in new contributions between April and July 2020 and supported 88 grassroots organizations to support those facing the pandemic's harshest blows.

Grantee partner Custom Collaborative, an ally and partner to low-income, immigrant women breaking into the garment industry — an industry deeply affected during COVID-19 by supply chain disruptions — was one of the first organizations to intervene and help support women by producing masks. Maria Isabel Espinoza, a training institute graduate of Custom Collaborative, shared, "Custom Collaborative has been my angel. When I started learning, my husband was infected with COVID. Custom Collaborative was the first responder for me. They gave me a lot of support and established a balance in my life during such a hard time."



Grantee partner Black Trans Media leaped into action to provide a lifeline for the TGNC communities of New York: "When the pandemic first hit, myself and some other folks, we were immediately delivering groceries to folks, doing mutual aid ... We hosted a digital open mic for artists to share. When we come together, that power is undeniable. Out of all the funders and grantors we've worked with, The New York Women's Foundation has provided some of the most material support for us, as well as some of the most sustainable support for us."

## Reimagining Cultural Identity: The W.O.W. Project

Asian Americans in the United States began experiencing the effects of the pandemic long before cases began to spike in places like Seattle and New York City — and quickly became targets of pandemic blame-shifting. Anti-Asian hate crimes became more prevalent, instilling a sense of fear in the Asian community.

“Chinatown was hit a lot earlier than other neighborhoods in New York due to the xenophobic sentiment. It started in January [2020] with the decline of business, and that has accelerated since the stay-at-home order,” says Mei Lum — W.O.W.’s founder and executive director and the fifth-generation owner of one of Chinatown’s most long-established businesses. “It’s a very complex mix of emotions. It’s just wanting to survive and stay safe with your loved ones, but also wanting to overcome that and feel that we can outwardly say that we’re an Asian community that’s resilient.”

“We had a significant increase in program applications during the pandemic... The New York Women’s Foundation support was really important in helping us continue offering our young people a viable path for resistance.”

-MEI LUM,  
W.O.W. Executive Director





The W.O.W. Project

The W.O.W. Project is a Chinatown-based organization that channels the power of art into acts of “resistance, recycling, and regeneration.” It engages young Chinese American women and TGNC individuals in artistic projects to explore complex issues such as collective migration, diaspora, daughterhood, cultural continuity, and societal bias. W.O.W.’s particular approach and activities proved exceptionally relevant as the Trump administration began characterizing the COVID pandemic in maliciously racist, anti-Asian terms. Our funding enables communities of color, like the W.O.W. Project’s, to build and hold their power in the face of hatred.

“Art became a way for our participants to counter the mounting xenophobia with their own narrative of who they are and what our community represents,” explains Mei Lum. “We had to do everything remotely, of course, but young people seem to adapt to all that very well. We sent supplies to their homes, and they transformed them into works that

expressed fortitude against the mounting hatred. They then shared those works with one another in an act of powerful mutual reinforcement.”

The NYC Fund for Girls and Young Women of Color was one of the W.O.W. Project’s first funders and remains its largest single source of support. The Foundation’s multi-year approach to grantmaking, its willingness to provide extra support during the COVID crisis, and its ongoing and frequent encouragement proved vital to W.O.W.’s ability to remain strong, flexible, and accessible to participants in a time of acute community crisis.

“We had a significant increase in program applications during the pandemic,” Lum concludes. “The New York Women’s Foundation’s support was really important in helping us continue offering our young people a viable path for resistance.”

## IN IT TOGETHER

# Empowering Survivors: The Fund for the MeToo Movement and Allies



“ We lift as we climb.”

—TARANA BURKE  
# MeToo Movement

**I**n 2019 and 2020 The Fund for the MeToo Movement and Allies supported a range of efforts across the country to promote safety and healing and create anti-violence policies that better reflect the perspectives and needs of survivors of violence.

This collaborative fund was launched in 2018 to build power for survivors, and with the help of movement leader and survivor activist Tarana Burke, we have expanded this work by investing in women’s funds in Washington, D.C., Minnesota, California, and western Massachusetts to launch similar efforts within their own communities.

We further invested in safety and healing strategies, commissioning efforts to create well-researched recommendations for future philanthropic investment in this field. A 2020 report\* funded by The Foundation and produced by grantee partners FreeFrom and Asset Funders Network illuminated the direct connections between poverty and gender violence. It argued forcefully for including a strong economic justice component within any anti-violence initiative.

According to the Asset Funders Network report, *Making Safety Affordable*, “The number one reason survivors stay in abusive relationships or return to abuse is because they cannot afford to leave or stay safe.” Early interventions in the cycle of abuse are critical to moving beyond relying solely on crisis responses and helping support survivors before their abuser financially cripples them, they cannot leave, or they resort to dangerous living conditions. The Fund for the Me Too Movement and Allies partnership aims to combat this type of violence by providing girls, women, and TGNC individuals of color who are survivors of sexual violence with the tools they need to feel empowered to create new circumstances for themselves.

**\*\*The Fund is supported by ViacomCBS, InFaith Community Foundation, the Nathan Cummings Foundation, the Pinpoint Foundation, and The New York Women’s Foundation.**

**\* Asset Funders Network report *Making Safety Affordable***



Girl Vow

## Elevating Youth Power: The NYC Fund for Girls and Young Women of Color

2020 witnessed a number of collective movements in which youth took to the streets to demand justice after the murders of George Floyd, Breonna Taylor, and many others. As an anti-racist organization, our investments continue to support our grantee partners in transforming the power of that moment into long-lasting, equitable change.

The NYC Fund for Girls and Young Women of Color was established to enable the uniquely dynamic energies of girls, young women, and trans and gender non-conforming (TGNC) youth of color to envision and create a more just and equitable world. The Fund aims to stimulate national

philanthropic interest and investment in this field by partnering and collaborating with a diverse and growing group of women's funds\* across the country to expand philanthropic investment opportunities for this cohort to succeed economically and socially. The Fund pools money to invest in nonprofit efforts that promote the well-being and leadership of young women of color as change agents and partners with communities and other allies to advance equity. The Fund aims to shift philanthropic practices by increasing sustained investments for girls and young women of color and sharing effective strategies and approaches.

Many of our grantee partners have long been building momentum to support the solutions we need. Grantee partner Jahajee Sisters, a movement-building organization led by Indo-Caribbean women, is committed to creating a safe and equitable society for women and girls. For Shivana Jorawar, the co-director, The Foundation's support helped



Our grantee partners have been actively leading criminal justice reform, advocating for reproductive, immigration, and trans rights...

to build the power of the under-invested Indo-Caribbean community of New York City. “The New York Women’s Foundation helped us become more visible in the philanthropy community.” she said. Their movement now gives young grassroots organizers, like Aeshah Farrouq, the space to support their community, especially during difficult times like COVID. Aeshah saw firsthand the city’s response to COVID and how it left communities behind: “There are so many people across the city that are deeply in pain. They were not seen; they were not visible at all. Having these kinds of spaces are so key to holding space for each other. For me, being involved was deeply gratifying,” she said.

- \*The Fund is supported by:
- Andrus Family Fund
- Cricket Island Foundation
- Fondation Chanel
- Ford Foundation
- Foundation for a Just Society
- Ms. Foundation for Women
- The New York Community Trust
- The New York Women’s Foundation
- North Star Fund
- NoVo Foundation
- Scherman Foundation
- Stonewall Community Foundation
- Surdna Foundation
- Third Wave Fund

## LEAH HILL

**A**s a native New Yorker, Leah Hill's roots in the city run deep. She's seen the city in all its glory and during its most challenging of times, like the COVID-19 pandemic. Leah's hope is that "we come out of the pandemic into an even better city than when we went in — a more equitable city, where people have opportunities for decent housing and education, and where we no longer ignore the harmful effects of segregation." Her hope is that the attention to the inequities exposed by the pandemic are addressed in tangible ways.

Leah represents a new generation of donors — a cohort of passionate, forward-thinking people that want to be involved in change on the ground. "Don't always judge a book by its cover. Be open about what philanthropy can look like; bring your creativity and challenge organizations to be inclusive and expansive in finding ways to effect change." To Leah, there are so many ways to give back — some traditional and some not traditional. She takes it as her responsibility to learn about the work on the ground and what the grantee partners are doing. Leah views her role in helping rebuild the city, not as a philanthropist, but as a "student of the world" who is constantly learning and uses her skills to give back. Leah is a lawyer and professor who teaches her students how to use the law to advocate for communities who don't always have access to justice. This is one reason the work of The Foundation appeals to her — the focus on social justice.

For Leah, The Foundation is a magical force within New York that includes "women across the spectrum of class, race, and privilege, coming together to support and celebrate organizations doing amazing work in collaboration with communities across the city."



## ACCELERATING JUSTICE

# Tearing Down Systemic Barriers: The Justice Initiative and Collaborative Fund

One of The Foundation's primary goals is to tear down the systemic barriers that prevent entire population segments from enjoying safety, health, prosperity, and power. In 2018, we created The Justice Initiative and Collaborative Fund — a collaborative\* grantmaking and philanthropic mobilization effort — to dismantle mass incarceration and support organizations working to create new paths of stability for women, families, and communities impacted by the justice system.

One year after the launch, the New York City Council voted to close Rikers Island. This win is only one sliver of the impact grantee partners have started to achieve. Collectively, grantee partners provided a robust set of support services to more than 500 system-impacted individuals, the majority of whom were women of color.

From 2019 to 2020, The Justice Fund portfolio of 26 grantee partners received grants to implement programming investment into the communities most decimated by current criminal justice practices. Efforts included supporting outreach to incarcerated community members and ramping up advocacy efforts to secure emergency release for clients — given that conditions were increasingly making jails and prisons infection hotspots for the virus — and generating public support for more woman-centered drug prevention services, child welfare policies promoting (not hindering) family reunification, and robust prison-based educational and wellness programs.

Fund grantee partner Women's Community Justice

Association has received funding for a multi-year effort, Beyond Rosie's, to replace Rikers Island's Rose M. Singer Center for Women with a single, smaller, stand-alone facility buttressed by the community support required to allow formerly incarcerated women to re-enter a life of freedom with dignity and success. Rita Copeland, a system-impacted woman, reflects on the importance of programming to help women re-entering society: "I think if you're incarcerated, I think you need more programs to help you stay focused with what's on the outside."

The projects funded by the Initiative are led by those best equipped to make a case for transformative action — i.e., women and TGNC individuals of color who have directly experienced incarceration or have been forced to pick up the pieces when a loved one has entered the system. All go beyond seeking improvements to the conditions of incarceration to presenting a blueprint for bold, new philanthropic and public investments into the communities most decimated by current criminal justice practices.





College and Community Fellowship

The Fund's emphasis on engaging women and families makes it uniquely effective at helping grantee partners to expand advocacy efforts, build long-term strategies for criminal justice reform, and, most importantly, invest in building power for women who have survived the system. Grantee partners reported that The Foundation's long-term investment and partnership helped them boost their operational capacity to fight for reforms well into the future.

**\*The Initiative brings together six philanthropic leaders—The Art for Justice Fund, the Ford Foundation, the Frances Lear Foundation, the Pinkerton Foundation, The Open Society Foundation and J.M. Kaplan Fund — to the table alongside The New York Women's Foundation.**

## Strengthening Economic Security: The Brooklyn Economic Justice Project

In March 2020, the Brooklyn Economic Justice Project, which works to strengthen the economic security of low-income women and families in New York City, distributed its first round of funding for those facing unemployment and evictions during the COVID-19 pandemic. The project supports grassroots organizations working to protect and expand the resources and opportunities available to current residents of four contiguous Brooklyn neighborhoods — Bushwick, Bedford-Stuyvesant, East New York, and Brownsville — at high risk of gentrification. The Project primarily funds efforts based

on collective action and long-range transformation — e.g., fair housing campaigns, large-scale environmental improvement efforts, small-business incubation projects, and cooperative farming. It has also allocated strategic support toward emergency efforts (e.g., food distribution or mutual aid projects) assisting those struggling with immediate COVID-related challenges.

Our funding is building power for communities that are often left behind and provides them with the necessary support to get back on their feet.



## Justice for the Incarcerated

In 2019 and 2020, our grantee partners continued their work to restore justice for incarcerated women and their loved ones most affected by their absence in society.

“Individuals and families who have been personally impacted by incarceration have now made history by successfully demanding the closing of one of the most notorious jails in the nation,” says DeAnna Hoskins, president and CEO of JustLeadershipUSA and a 2019 Radical Generosity Award Honoree. “But we aren’t going to stop there. What we are seeking is nothing less than full reparations — nothing less than serious public and philanthropic investment into the communities that have been marginalized, criminalized, and harmed for so long.”

**The College and Community Fellowship**, a grantee partner, is helping to restore dignity to the increasingly large number of incarcerated women through access to higher education and eliminating systemic opportunity barriers. A beneficiary of the Fellowship, Glenna McCarthy, shared. “While in school, a friend introduced me to College

and Community Fellowship (CCF). It took a lot of maturing, reflection, and finding strength within myself, but gradually I became more involved with CCF while earning my B.A. in Sociology. CCF not only helped me access all the tools and resources I needed to work for a better future, but also gave me a community of other women who understood what I had gone through.”



The two themes that took center stage at our **2019 Fall Radical Generosity Dinner** were the need for criminal justice reform and elevating the rights of incarcerated peoples.

Vivian Nixon, the executive director of The College and Community Fellowship, was the co-host of the event, and Bill Moyers — noted journalist and producer of the documentary “RIKERS: An American Jail” — was its emcee. The dinner honored Bryan Stevenson, Founder and Executive Director of the Equal Justice Initiative, and DeAnna Hoskins, president and CEO of JustLeadershipUSA — the advocacy organization most directly responsible for the decision to close Rikers Island.



## SHERI SANDLER

**F**or Sheri Sandler, giving is more than a feel-good act — she sees it as a way to enable building communities that go deeper than the existence of a friendly neighbor, and instead resemble the love of family. The New York Women’s Foundation has a reputation for fostering community among grantee partners and donors alike and connecting like-minded individuals. Sheri herself has seen difficult times — she battled ovarian cancer, endured family difficulties, and had economic hardships — and came out as resilient as ever because she sought out the support of women who had gone through similar experiences. It’s this very reason she’s an active donor with The Foundation -- she could never have the reach she does without it. “We’re able to reach a wide array of people who care, women who care, who care about their communities.”

Many funders in the COVID era migrated donations to larger nonprofits because they viewed them as more sustainable giving paths in such volatile times, but Sheri recognized the importance of smaller, community-based organizations that needed more of a lifeline to reach the critical mass of the populations they serve. By engaging with The Foundation, she felt that her donation could tap into communities she wouldn’t otherwise be able to connect with. She recognizes that The Foundation can accommodate any area she’s interested in funding and will “put those dollars to good work wherever they’re needed ... and will provide systemic support and connect the grantee partners so that they’re a family.”



## CREATING PERMANENT SYSTEMS OF CHANGE

### Lifting All Voices: The Resilience-NYC Fund

**T**he New York Women’s Foundation created the Resilience-NYC Fund in 2016 to combat the relentless threats and assaults that immigrants, TGNC individuals and girls and women of color were beginning to face under the new administration. The initiative has led to swift and powerful results — sparking advocacy efforts, building new leadership, and going beyond “holding the fort” to lay the foundation for permanent systems change.

The initiative has funded efforts around: educating immigrants facing harassment — and Black youth facing police brutality — to know their rights; helping push through significant policy wins, such as the Right to Know Act, which requires police officers to identify themselves; and the State Department of Labor regulations requiring that home care workers be paid for all hours of their 24-hour shifts; contributing to the successful effort to give non-citizens the option to acquire a driver’s license; equipping female immigrants and people of color to seek — and win — political positions that will enable them to work forcefully on behalf of their communities for years to come.

Since 2019, the initiative has focused intensely on supporting the resilience of organizations by and for transgender individuals. For example, it funded groups like Black Trans Media to create powerful media narratives about trans people of color. In addition, the Fund has helped groups advocate for equitable and appropriate health and reproductive health care services; supported efforts fighting for equal rights in employment, housing, and public accommodations; and put TGNC organizations, like Transgender Legal Defense & Education Fund, front and center in the overall fight for gender and racial equity. Our funding is giving power back to the trans community so that those in it can live safe, secure, and prosperous lives.

Our funding is giving power back to the trans community so that those in it can live safe, secure, and prosperous lives.

Transgender Law Center



## **Transgender Legal Defense & Education Fund (TLDEF):**

“It was a really big deal for us to receive a grant from The New York Women’s Foundation,” asserts Andy Marra, Executive Director of the TLDEF. “Their support helped us to carry out our work. It kept us functioning during the pandemic. And perhaps most importantly, it gave us a legitimacy that we might not otherwise have had. The justice movement hasn’t always been as inclusive as it needs to be. The New York Women’s Foundation has brought TGNB organizations solidly into the activist feminist fold.”

## The Next Generation: New American Leaders

Ylenia Aguilar is the only Latina and parent to serve as a member of the governing board of Arizona Schools in Osborne. She felt it was her obligation to represent the large Latino community and advocate for and make decisions on behalf of a group of people she shares the same values as. However, she struggled to believe she was the right person for the role until she did one training with New American Leaders, which helped her gain the confidence needed to run for local office after hearing other people's stories.

New American Leaders (NAL) is a national organization that promotes the civic engagement and political empowerment of women of color, immigrants, and refugees. The group trained a record number of participants, like Ylenia Aguilar, in 2019 and 2020, shifting its programming from in-person to virtual training when lockdown forced them to steadfastly continue on Zoom. Kiana Abbady, a program manager at

NAL, observes, "Crises don't derail women of color; they make us more tenacious."

NAL received a major, multi-year grant under the Resilience Fund that allowed it to increase both the scope and the impact of its training efforts. As a result, in 2020, 112 alumni ran for office, and an impressive 63% won their elections! Thirty-six alumni now sit in state legislatures across the country — most are women, and all are people of color.

"And it wasn't just the funding that helped us achieve all that," Abbady continues. "As generous as it was. It was The Foundation's efforts to remind us that we were not alone. They called us regularly to see how we were doing. They convened us regularly with other similar grantee partners. We shared strategies and encouragement. We saw that we were part of a much larger movement. And that — as part of that larger movement — we will win."



New American Leaders

# Building Back Better

**T**he way people responded to the events of last year proves that people do not want to return to “normal.” We are primed to move forward toward justice, healing, and creating a new set of principles and modes of operation in a society grounded in a reality that re-imagines equity and fairness. No longer will voices be suppressed or workers be taken advantage of — fairness, equity, and power will be available to all.

Every city in America was impacted by the events of 2020. Cities’ responses varied and were unique to their communities, but the issues they faced remained largely the same. This is the challenge as we move forward and define this new world. How do we apply collective action and principles locally, while at the same time collaborating nationally?

The Foundation takes this challenge seriously. We are committed to working closely with coalitions, partners, donors, and grantees to collectively build sustainable models of change by nurturing this new mode of justice through active listening,

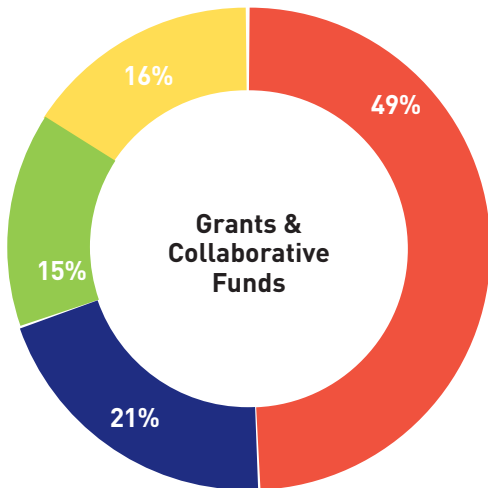
and to design policies and initiatives that expand democracy for all women.

As we move into our next phase as philanthropists, we look both inward and outward as we continue to expand our reach across state borders, bringing national stakeholders to the table to address the most pressing issues impacting women and communities of color. We are ready to re-imagine our cities and communities, and we thank all of our donors for joining us in the fight to create a more equitable and just world for all.

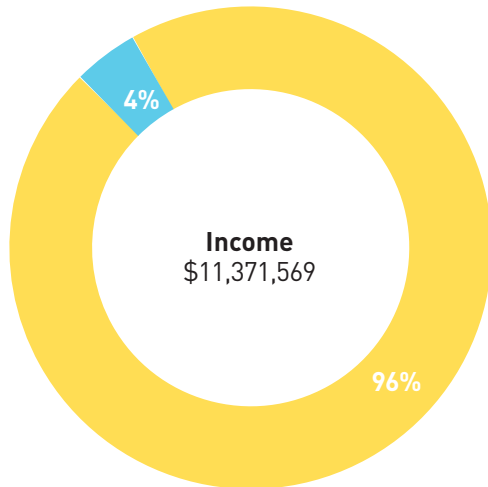




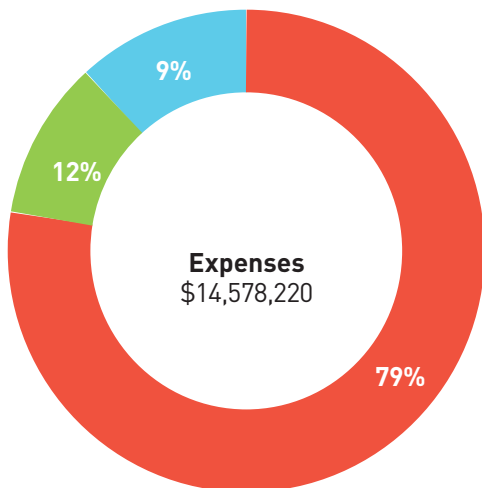
# FINANCIALS 2020



- Grants 49%
- The Fund for Girls and Young Women of Color 21%
- The Fund for the MeToo Movement and Allies 15%
- The Justice Fund 16%



- Contributions and Grants 96%
- Special Events 4%



- Programs 79%
- Administration 9%
- Fundraising 12%

## Statement of Activities

Support & Revenue	Dec. 31, 2020	Dec. 31, 2019
Contributions & grants	\$10,879,915	\$12,245,785
Special events	490,654	2,179,642
Donated goods and services	25,800	21,600
Investment (losses) gains, net	1,356,294	1,581,500
Other income	54,577	61,675
Net Assets released from restrictions	-	-
<b>Total support and revenue</b>	<b>\$12,807,240</b>	<b>\$16,090,202</b>

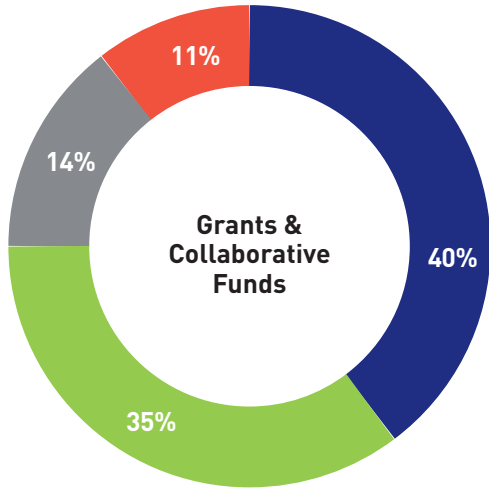
Expenses	Dec. 31, 2020	Dec. 31, 2019
Grants, research, public education & leadership development	11,546,593.00	13,586,860
Administration	1,289,630	1,530,522
Fundraising	1,741,997	1,562,534
<b>Total expenses</b>	<b>14,578,220</b>	<b>16,679,916</b>
Change in net assets	(1,770,980)	(589,714)
Net assets - January 1	27,276,988	27,866,702
<b>Net assets - December 31</b>	<b>25,506,008</b>	<b>27,276,988</b>

## Statement of Financial Position

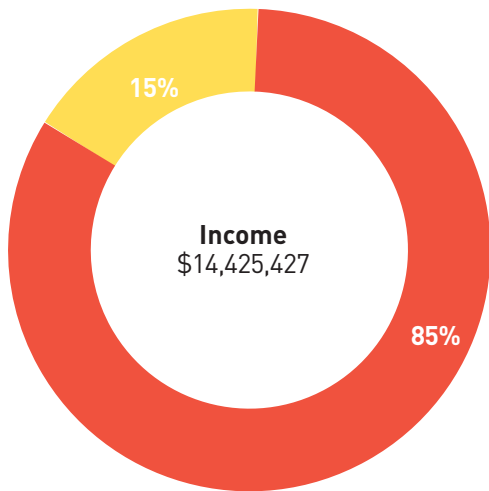
Assets	Dec. 31, 2020	Dec. 31, 2019
Cash and cash equivalents	\$10,511,924	\$9,249,206
Investments	10,862,337	10,307,779
Pledge receivable, net	7,276,007	9,962,429
Prepaid expenses	375,321	205,192
Other assets	953,694	967,145
Property and equipment, net	61,675	99,044
<b>Total</b>	<b>\$30,040,958</b>	<b>\$30,790,795</b>

Liabilities & Net Assets	Dec. 31, 2020	Dec. 31, 2019
Accounts payable and accrued expenses	448,276	\$533,842
Grants payable	3,463,920	2,878,000
Deferred rent liability	66,502	101,965
Funds received in advance	556,252	-
<b>Total liabilities</b>	<b>4,534,950</b>	<b>3,513,807</b>
Current	9,705,242	10,572,612
Board designated endowment	7,392,046	6,804,985
<b>Total unrestricted</b>	<b>17,097,288</b>	<b>17,377,597</b>
Temporarily restricted	6,609,125	8,099,796
Permanently restricted	1,799,595	1,799,595
<b>Total net assets</b>	<b>25,506,008</b>	<b>27,276,988</b>
<b>Total</b>	<b>\$30,040,958</b>	<b>30,790,795</b>

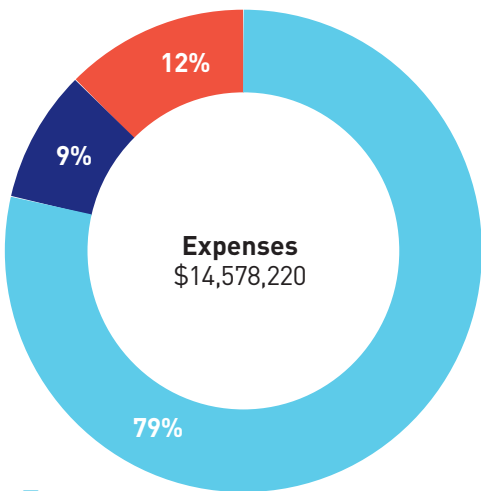
# FINANCIALS 2019



- Grants 40%
- The Fund for Girls and Young Women of Color 35%
- The Fund for the MeToo Movement and Allies 14%
- The Justice Fund 11%



- Contributions and Grants 85%
- Special Events 15%



- Programs 79%
- Administration 9%
- Fundraising 12%

# THE NEW YORK WOMEN'S FOUNDATION



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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.

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