

THE NEW YORK  
WOMEN'S  
FOUNDATION®



BRONX | MANHATTAN | QUEENS | BROOKLYN | STATEN ISLAND

2015  
ANNUAL REPORT

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## The New York Women's Foundation

is a voice for women

and a force for change.

We are a cross-cultural alliance  
of women catalyzing partnerships  
and leveraging human and financial  
capital to achieve sustained  
economic security and justice  
for women and girls.

With fierce determination,  
we mobilize hearts, minds and  
resources to create an equitable  
and just future for women, families  
and communities in New York City.

## A MESSAGE FROM the Board Chair and President & CEO



The New York Women’s Foundation had another successful year, making great strides toward our mission thanks to your generous support and the fierce commitment of our grantee partners. We are proud to stand with such innovative women leaders and the communities they serve every single day. Together, we are creating an equitable and just future for women and families in New York City.

The Foundation’s grantmaking currently places us in the top three women’s funds in the world, and we are the largest in the United States. But it isn’t enough to be big. We must also produce results. In 2015, The Foundation distributed \$6 million to more than 90 grantee partners. In turn, our grantee partners reached more than 400,000 women and girls in New York City’s most underinvested communities. Supporters like you have enabled us to provide consistent, strategic investment for the last 28 years. In that time, we have supported 350 women-led, grassroots organizations through a cumulative investment of more than \$51 million dollars, uplifting the lives of more than 6 million individuals.

This year was one of many “firsts”, generating broader impact for The Foundation and its grantee partners: Important legislative advancements were made in the areas of equal pay, family-friendly workplace policies, and dignity for incarcerated women. We launched one of our most ambitious initiatives thus far, IGNITE! with Girls, Young Women and Gender-Fluid Youth of Color, a seven-year initiative to accelerate racial and gender equality in New York City by leveraging the combined strengths of partners across all sectors.

The Foundation increased its impact through other partnerships such as Prosperity Together, a first-of-its-kind partnership with 27 public U.S. women’s foundations and the Women’s Funding Network committing \$100 million in funding over five years to break down barriers to economic security for women and families across the country. The Foundation is also working with the New York City Council’s Young Women’s Initiative (YWI), the nation’s first-ever effort solely dedicated to supporting girls, young women and trans youth of color and the White House Council on Women and Girls to inspire the growth of initiatives like YWI. We also continued to expand our position on issues pertinent to the advancement of low-income women and families in New York City with the release of two reports: “Mapping Pathways to Recovery in the Shadow of Hurricane Sandy” and “Blueprint for Investing in Girls and Young Women.”

We are thankful to have an opportunity to look back on our accomplishments and share them with you. However we are mindful that there is more work to do to create a thriving city for all. As we look to 2016, our strategic plan will continue to guide us in taking bold actions to enhance economic justice for women and families in New York City through sustainable, effective solutions.

We are your foundation and we thank you for joining us on this journey. With your continued partnership and support, we are an unstoppable force for positive change in the lives of the women and girls who need it most.

Warm regards,

**Anne E. Delaney**  
Board Chair

**Ana L. Oliveira**  
President & CEO

# 2015: IN REVIEW

A Year of Many “Firsts”  
and Broader Impact

In 2015, we made consistent, strategic investment in underserved communities, building economic justice and security for our city’s women and families. A total of \$6 million in grants supported more than 90 community-based organizations, benefiting nearly 400,000 under-invested women and families in New York City—an increase of nearly 60,000 individuals over 2014.

NYWF GRANTEE PARTNER  
Correctional Association of New York



## We spurred broad-based change for women and families.

The New York Women’s Foundation spurred the progress of important legislative advancements in 2015 by supporting grantee partners’ work to create systemic change. Highlights include:

### Protections for Pregnant Workers

While efforts on the federal Pregnant Workers Fairness Act continue, at the state level the New York State Assembly voted unanimously for a bill to guarantee protections for pregnant workers in May.

### Progress on Equal Pay

In April, the New York State Legislature unanimously passed a bill to strengthen the state’s equal pay protections. This multi-faceted bill closes loopholes in existing laws, increases awards in pay discrimination cases, and promotes wage transparency.

### Advancement for Worker Cooperatives

In June, The New York City Council announced it will invest an additional \$2.1 million to expand the Council’s successful Worker Cooperative Business Development Initiative and create 22 new worker cooperatives.

### Higher Education for Incarcerated Women

In July, President Obama reinstated Pell Grant eligibility for incarcerated students as part of the Second Chance Pell Pilot Program.

### Momentum on Paid Leave

In September, President Obama signed an Executive Order Guaranteeing Sick Leave (paid) to approximately 300,000 employees of federal contractors. In December, the New York City Council voted unanimously to ban employment discrimination based on a worker’s status as a family caregiver.

### Dignity for Incarcerated Women

In December, Governor Cuomo signed the 2015 Anti-Shackling Bill which fortifies the 2009 law banning the shackling of incarcerated women during childbirth, and expands protections to women throughout their pregnancies and eight weeks postpartum.

## We made historic commitments to girls, young women and trans youth of color.

This year marked the launch of one of The Foundation’s most ambitious initiatives to date, **IGNITE! with Girls, Young Women, and Gender-Fluid Youth of Color**, a seven-year initiative to accelerate gender and racial equity in New York City. Through IGNITE!, The Foundation will leverage the combined strengths of its many partners from different sectors—community, philanthropy, government, and corporations—to attract increased visibility and larger philanthropic investments, and catalyze lasting systemic change. The Foundation also created and administers the **NYC Fund for Girls and Young Women of Color**, a philanthropic partnership seeded with funds from The New York Women’s Foundation and the NoVo Foundation.

New York City Council Speaker Melissa Mark-Viverito announced the City Council’s **Young Women’s Initiative (YWI)** at our Celebrating Women® Breakfast in May. YWI is engaging more than 200 experts along with young women across the city, to ensure that the voices of young women are at the center of the city’s efforts to break down barriers and create more opportunities for their success. Led by Speaker Mark-Viverito, YWI is the nation’s first-ever effort solely dedicated to creating policy and funding recommendations in support of young women. As a proud co-chair of this initiative, The Foundation is expanding the leadership role that philanthropy can play in broad, cross-sector partnerships seeking long-term change.



NYWF GRANTEE PARTNER  
New York City Gay and Lesbian Anti-Violence Project

## We engaged local and national partners on advancing economic justice.

In November, The Foundation co-led the announcement of **Prosperity Together**, a first-of-its-kind partnership with 27 public U.S. women's foundations and the Women's Funding Network. Partner foundations committed \$100 million in funding over five years to create opportunities for, and break down barriers to, economic security for women and families across the United States. The announcement, made at the White House's *Advancing Equity for Women and Girls of Color Summit*, highlighted the power of The Foundation to address dire situations of low-income women across the country who face poor working conditions, insufficient wages, and lack of support for their overall well-being. As the largest contributor to this initiative, The Foundation has positioned itself on the national scene as a leader alongside its sister funds. As an outgrowth of our work with Prosperity Together and YWI, The Foundation is working with the **White House Council on Women and Girls** to inspire the growth of YWI in other locations across the United States.

In 2015, The Foundation, along with **The Hildegard Fund**, distributed \$120,000 to four organizations in support of their efforts to create economic approaches that promote more equitable distribution of revenues and resources. This effort is focused on grantmaking, public education, and advocacy strategies to amplify women's voices in a newly evolving economy.

In partnership with the **Center for Research and Policy in the Public Interest** (CR2PI), The Foundation conducts original research and policy analysis with a focus on low-income women and women of color, their families and communities. CR2PI also serves as an innovation and leadership development hub for women of color practitioners, scholars, and advocates. In August, CR2PI hosted its annual Lead the Way conference with two national cohorts of 15-20 women of color leaders.

## We offered bold leadership on what works.

The Foundation released two reports and launched an e-zine addressing issues pertinent to funding the advancement of low-income women and girls in New York City.

*Mapping Pathways to Recovery in the Shadow of Hurricane Sandy* highlights strategies employed by grantee partners to improve economic security for underinvested women and families during emergent crises, and focuses on the unique impact of The Foundation's grant making in addressing disaster-related conditions.

*Blueprint for Investing in Girls and Young Women* the second report from our Voices from the Field series makes key recommendations on how non-profit, public sector, and philanthropic entities can support the evolving roles of girls and young women across the city.

The Foundation released the first e-zine issue of *Activist Philanthropist*<sup>®</sup> (AP). This online publication showcases the work of our grantee partners, and the many individuals and organizers who are changing conditions in NYC.

VISIT [WWW.NYWF.ORG](http://WWW.NYWF.ORG) TO SEE OUR REPORTS AND PUBLICATIONS.

**“The New York Women’s Foundation not only gave us our first chance, it not only really understood what we were trying to do—it really, really wanted to see us succeed. That’s what The Foundation is after—women succeeding.”**

JESSAMYN RODRIGUEZ, HOT BREAD KITCHEN

## We brought community, policy and research experts together.

The Foundation held several public education events, covering topics from women's role in the new economy to gender and leadership.

### Women & the New Economy

The Foundation and the Hildegard Fund convened a panel of experts at Union Theological Seminary to discuss the challenges of the New Economy and how women are at the forefront of the efforts to create an economy that works for all.

### Again and Again: A Conversation on Ending Sexual Violence Against Women

The Foundation organized a panel discussion at Bluestockings Bookstore with Ellen Bravo, long-time feminist activist and author of the novel *Again and Again*.

### Voices from the Field: Blueprint for Investing in Girls and Young Women

The report was released with a panel discussion at Fordham Law School featuring community experts and Susan Leicher, the author of the report. The panel focused on the current status of policies and programs, as well as what is needed to properly support girls and young women in New York City.

### Gender and Leadership: A Conversation with Men Working to End Violence Against Women

Held at the Hispanic Federation, this panel discussion inaugurated our series on leadership and gender, racial and economic equality.

## We influenced the philanthropic community.

The Foundation conducted funder briefings, bringing together philanthropic and community leaders on important topics ranging from professional development to workers' rights.

The Foundation hosted the **Emerging Practitioners in Philanthropy's Women's Career Empowerment Workshop**. This workshop covered leadership development and strategies for career advancement.

In partnership with the Ford Foundation, Community Food Funders, and the Ms. Foundation for Women, The Foundation hosted **What's On The Plate of NYC's Food Workers?**, a panel examining the challenges faced by women, people of color, and immigrants in the restaurant industry and what is needed to improve workplace standards and opportunities for growth.

In collaboration with the Ford Foundation, Open Society Foundations, Ms. Foundation for Women, New York Foundation, North Star Fund, and Asian Americans/Pacific Islanders in Philanthropy, The Foundation led a session titled **Nailing It: Building a National Movement of Nail Salon Workers**, examining efforts at the local and national levels to position and empower nail salon workers to raise important issues affecting them.



## We celebrated women leaders.

The 28th annual **Celebrating Women® Breakfast** was held on May 14, 2015. The breakfast is New York City’s premier women’s event, bringing together over 2,100 women who are change agents in their communities and supporters who helped raise \$2 million of the \$6 million in grants distributed in 2015. Filmmaker Catherine Gund was honored, along with the three co-founders of #BlackLivesMatter: Patrisse Cullors, Alicia Garza, and Opal Tometi. In addition, attorney Roberta Kaplan was honored for her role in knocking down Defense of Marriage Act in U.S. v. Windsor.

The **2015 Neighborhood Dinner**, held at Wagner College, was a great success, with more than 300 guests in attendance and close to \$240,000 raised—the largest amount to date at a Neighborhood Dinner. Neighborhood Leadership Awards were presented to Diane Arneth, President and CEO of Community Health Action of Staten Island; Zeinab Eyega, Executive Director of Sauti-Yetu (Swahili for “Our Voices”); and Rev. Terry Troia, Executive Director of Project Hospitality. Maria Morales, Owner of Los Potrillos Restaurant and supporter of the Port Richmond Partnership, was presented the Spirit of Entrepreneurship Award.

The New York Women’s Foundation’s annual **Fall Gala, An Evening at The Plaza**, raised \$680,000, and advanced our commitment to creating an event that engages broader constituencies of supporters, such as corporations and men. The Foundation paid tribute to dynamic, civic, artistic and corporate leaders: Lisa Kron and Jeanine Tesori, creators of the Tony Award-winning musical, FUN HOME; U.S. Ambassador to the United Nations Samantha Power; and corporate honoree, Citi (the award was accepted by Barbara Desoer, CEO of Citibank).



2015 Celebrating Women® Breakfast honorees Opal Tometi, Alicia Garza and Patrisse Cullors, co-founders of #BlackLivesMatter



The New York Women's Foundation partnered with renowned photographer Emmanuel André to celebrate our grantee partners through *RADIANCE*, a striking photo book that celebrates 46 grantee partners through powerful images and words. The photos represent a diverse group of women and gender-fluid individuals who are visionary leaders dedicated to transforming lives and the city itself.

FOR MORE INFORMATION VISIT [www.nywf.org/radiance](http://www.nywf.org/radiance)

# INVESTING IN COMMUNITY EXPERTS

## Our Approach to Grantmaking

We understand the complexity of the lives of women and girls. Their economic well-being is inextricably linked to their health, sexual and reproductive freedom and vice versa. We, therefore, invest to remove barriers and create opportunities in each of these areas: economic security; anti-violence and safety; health, sexual rights, and reproductive justice.

NYWF GRANTEE PARTNER  
Literacy Partners



## What sets us apart is how we invest and in whom we invest.

We see women's philanthropy as more than an act of charity. For us, it is a highly participatory and broadly influential engine for social change. We invest in experts—the women leading at the grassroots level in the most underinvested communities, because we know problems and solutions are often found in the same place. And more importantly, we know that when a woman uplifts her own life, she will uplift the lives of her family and community members.

We are **early investors**. For many of the organizations and programs we support, our funding is their first grant and their largest gift.

We provide **consistent support** by funding our grantee partners for five years and increasing funding throughout the cycle.

We provide **leadership training and coaching**. In addition to providing critical funding, we offer these new organizations and programs the chance to grow through leadership training, capacity building support, and sharing best practices.

We engage in **participatory grantmaking** through our Grants Advisory Council, a group of 40-50 volunteers trained by the Foundation in activism and philanthropy each year.

We **build community at every turn**, whether it's leveraging cross sectoral partnerships to expand our ability to drive change at the systemic level or bringing our network of grantee partners together to exchange knowledge and form new, beneficial partnerships.



NYWF GRANTEE PARTNER Red Umbrella Project

**“I got a tip that The New York Women’s Foundation believed in ‘our type’ of woman. And they certainly do! They understood that the best route to self-sufficiency for a woman leaving prison isn’t accepting the first low-paying job—that what she needs is to rebuild skills and confidence, to learn the ways of the workplace.”**

SISTER TERESA FITZGERALD, HOUR CHILDREN

# WHY INVEST IN WOMEN?

Women multiply the impact of investments made in their futures.

Investing in women's employment to support the economic security of families.

**15x**  
INITIAL  
INVESTMENT

BENEFIT CREATED

**\$8,583,640**  
projected annual wages of women

**808** women applied for jobs → **413** were employed

- 81% full-time positions
- 19% part-time positions
- Of the women who gained employment during the reporting period, 50% were unemployed prior to receiving services
- 50% of jobs gained provide livable wage jobs
- 46% provide employment benefits

**1,786** women received services



2,671 dependent children  
5,092 adult family members  
benefited by the wages created through these small businesses

**\$520,000** supported 12 grantee partners offering training & job placement



168 children benefited by women gaining employment

The ripple effect of investing in women



# Investing in small businesses to create economically vibrant communities

## BENEFIT TO WOMEN

**\$1,424,515**

in projected wages gained by women working in female-operated small businesses

**94**

new jobs created

- 61% part-time positions
- 39% full-time positions

**99%**

of the small women-owned businesses located in high poverty neighborhoods

**2,867**

low-income women received small business support

**2,628**

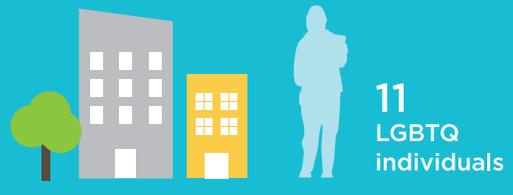
businesses received support

**\$125,000**

invested in 3 grantee partner organizations focused on small business development

**10x**  
INITIAL FUNDING

## Small-Business Owner Breakdown



The Foundation invested in small businesses across many sectors such as tech, retail, food, and child care.

# ACCELERATING CHANGE

## Partnerships and New Initiatives

The New York Women's Foundation is a cross-cultural alliance of women catalyzing partnerships and leveraging human and financial capital to achieve sustained economic security and justice for women and girls. We envision a city that works for all, where women, families, and communities thrive through shared power. Our work is rooted in a tradition of participatory grantmaking, bringing together philanthropists, volunteers, and advocates to collectively transform communities and the city as a whole.

NYWF GRANTEE PARTNER  
RISE



We invest to remove barriers and create opportunities in each of these areas: economic security; anti-violence and safety; and health, sexual rights, and reproductive justice. In addition to those three areas, The Foundation uses targeted strategies to further propel positive change for underinvested women and girls:

## New in 2015:

**The Hildegard Fund:** In partnership with The Hildegard Fund, The Foundation leverages grantmaking, public education, and advocacy to amplify women’s voices in a newly evolving economy. This collaboration aims to create a New Economy where women are working on the frontlines to create systemic and structural change for an economy that is more equitable for all.

### **IGNITE With Girls, Young Women, and Gender-Fluid Youth of Color (IGNITE!):**

A seven-year, multi-million dollar initiative, IGNITE! unites the power of community, government, philanthropy and—most importantly—girls, young women, and gender-fluid youth of color to radically change the way that society views and supports the strengths of this vital populations. The Foundation’s grants will strengthen community-based organizations, created by and for girls and young women of color, who are best positioned to advocate for, serve and promote girls’ well-being and economic security.

### **NYC Fund for Girls and Young Women of Color:**

A first of its kind partnership co-led by NYWF and the NoVo Foundation that pools funds from philanthropic entities toward long-term systemic change. The Fund promotes community-based solutions and organizations by prioritizing those that are led by and for girls, young women, and transgender youth of color. The goal of the fund is to support and strengthen an evolving and vibrant ecosystem of organizations working towards social change.

## Continuing our Investment:

**Catalyst Fund:** For the 8th consecutive year, NYWF partnered with the Groundswell Fund to increase investments and visibility of the vital contributions of women of color who are leaders in the reproductive justice movement. The fund is supported by the Groundswell Fund.

### **Initiative Against the Sex Trafficking of Minors (IASTM):**

In 2012, The Foundation announced the launch of a five-year initiative to establish a “zero tolerance” policy towards the sexual exploitation of minors. Child sex trafficking erodes the very fabric of communities and limits opportunities for NYC’s children to live full, vibrant lives. Through IASTM, The Foundation identifies and supports strategies that focus on prevention, early intervention, and building shared ground for collective action against the sex trafficking of minors.

### **Partnership for Women’s Prosperity (PWP):**

A national partnership with five other women’s foundations across the nation, PWP supports economically vulnerable women and girls through education, job training, and innovative strategies in workforce development. Organizations funded under this partnership focus on building economic security for women and girls through education, job training, and innovative strategies in workforce development. PWP is supported by the Walmart Foundation.

#### GRANTMAKING INITIATIVES KEY

- Catalyst Fund
- The Hildegard Fund
- Initiative Against the Sex Trafficking of Minors
- IGNITE! With Girls, Young Women, and Gender-Fluid Youth of Color
- NYC Fund for Girls and Young Women of Color
- Partnership for Women’s Prosperity (PWP)

# MEET OUR GRANTEE PARTNERS



NYWF GRANTEE PARTNER Girls for Gender Equity



NYWF GRANTEE PARTNER  
United Community Centers

## ECONOMIC SECURITY

We promote the economic well-being and independence of women and girls by supporting programs that provide greater access to education, job training, employment and financial resources while also working to achieve economic justice.

### Start Small. Think Big.

At just nine years old, Jessica started making candy at home with her family in Harlem. She always dreamt of creating an artisanal chocolate business that would incorporate the traditional flavors of her neighborhood. Her first attempt, right after college, was unsuccessful, which she attributes to a lack of understanding about marketing and business financial management. Jessica moved on to another job, yet her long-cherished dream of becoming an entrepreneur clung to her. But, as a single mother of two young children, she could not afford the risk of failure this time around and sought guidance from various business organizations.

In May 2015, Jessica received pro bono legal assistance from Start Small. Think Big. She was matched with a team of lawyers who helped her create a business plan and advised her on intellectual property issues. In addition, her attorney suggested that Jessica make chocolate samples for the judges at the New York StartUp! Business Plan Competition. Delicious samples, a robust entrepreneurial spirit,



NYWF GRANTEE PARTNER Start Small. Think Big.

and solid business counsel gave Jessica the edge she needed to win the competition and the \$15,000 grand prize! The prize gave her the financial cushion to increase production capacity and grow the Harlem Chocolate Factory into the business that it is today.

Jessica credits Start Small. Think Big. for building her confidence. “This is the first place that has said, ‘Let’s partner with you. We value what you bring to the table,’” says Jessica. “Being low-income and dealing with a lot of social services can be disheartening because people are unkind.”

Jessica has received an abundance of corporate orders after her chocolates sold out at Start Small. Think Big.’s annual party. Word has spread about her chocolate business through various marketing opportunities provided by Start Small. Think Big. and other organizations. Jessica’s dream of owning a successful chocolate business has certainly come true!

**Start Small. Think Big.** provides a highly curated blend of one-on-one financial management and legal services to low-income women, immigrant and minority entrepreneurs in NYC’s most underserved communities that equips them with a solid foundation on which to create jobs and build wealth through entrepreneurship.

### A Better Balance (ABB)

**Citywide, \$75,000**

ABB's Work-Family Support for NY Women Initiative addresses the need for workplace and public policies to keep up with the changing workforce and needs of women and families through direct service, legislative action, and public education and monitoring.

### African American Policy Forum (AAPF)

**Citywide and National, \$50,000**

AAPF's Why We Can't Wait Campaign recognizes and includes girls and young women of color in systemic change efforts through social media campaigns, webinars, activist convenings, and coalition-building on a local and national scale.

### African Communities Together (ACT)

**The Bronx, Brooklyn, Manhattan, Queens, \$60,000**

ACT is building on their existing community outreach and organizing work to empower low-income African immigrant women by connecting them to living wage employment and small business development opportunities.

### African Refuge (AR)

**Staten Island, \$60,000**

AR addresses growing service needs of refugees who migrated to Staten Island as a result of the Liberian Civil War and human rights violations in West Africa. AR is developing training and support for women in the Staten Island Park Hill development in preparation for job opportunities stemming from the development of the North Shore Waterfront.

### Black Women's Blueprint (BWB)

**Citywide, \$60,000**

With disproportionate rates of sexual assault experienced by women and LGBTQ individuals in the Black/African American communities and on college campuses, BWB is strengthening their survivor leadership development; providing ongoing one-on-one trauma counseling, crisis intervention services, and support groups for survivors of rape/sexual assault; and advocating for implementation of CUNY-wide campus policies that support victims of sexual assault.

### BOOM!Health

**The Bronx, \$60,000**

BOOM!'s It's Time for College program supports high school participants in the Bronx with mentorship, readiness attributes and guidance toward completing their high school curriculum and eventual matriculation into a higher education program. Their GO GIRL's Inside Out program works to decrease HIV-associated behaviors among young women of color in the Bronx.

### Brandworkers

**Citywide, \$60,000**

Brandworkers gives women food production workers a voice and provides them the opportunity to develop leadership skills. They have launched several successful campaigns against major local food companies that have yielded codes of conduct that provide workers' rights. Brandworkers is also creating solutions to existing gender-based barriers, including child care and other domestic duties.



NYWF GRANTEE PARTNER BOOM!Health

### **Brotherhood/Sister Sol**

**Citywide, \$60,000**

Brotherhood/Sister Sol provides comprehensive youth development, including a network of support and guidance, peer education, financial literacy training, community activism and more to provide girls and young women of color the skills they need to achieve their full personal and leadership potential.

### **Business Center for New Americans (BCNA)**

**Citywide, \$60,000**

BCNA offers programs and services to help refugee and immigrant women in NYC build wealth through business development, microenterprise development and expansion, savings and homeownership.

### **CAAAV Organizing Asian Communities**

**Citywide, \$40,000 •**

CAAAV's Asian Youth in Action program fosters the leadership of the young girls and gender non-conforming youth whose families are directly impacted by displacement, poor housing, and language access issues to become organizers.

### **Caribbean Cultural Center African Diaspora Institute (CCCADI)**

**Brooklyn, The Bronx, Manhattan, Queens, \$40,000 •**

CCCADI's Touching Living Culture program, which serves 15-20 NYC public schools, creates culturally diverse arts curricula designed to increase literacy and academic skills. Their Apps Youth Leadership Academy is an advanced tech-training program for high-school students. Their Women of Power Conference convenes afro-descendent female leaders from the U.S., Latin America, the Caribbean and Africa that live abroad and in New York City.

### **Center for Family Life/SCO Family Services (CFL)**

**Citywide, \$75,000**

CFL's New York City Cooperative Development Project scales up the cooperative development initiative by engaging community-based organizations serving low-income immigrant women to organize worker-owned businesses.

### **Center for Family Life/SCO Family Services (CFL)**

**Sunset Park, Brooklyn, \$35,000**

CFL's Amigas Project engages Sunset Park immigrant residents to provide low-income elderly members of the community with comprehensive support. The Amigas Project partners with CFL's Golden Steps, a woman-owned elder care cooperative in Sunset Park that offers elderly participants intensive case management.

### **Center for Frontline Retail**

**Citywide, \$60,000**

Frontline focuses on improving working conditions for women, who constitute a majority of retail workers, and addressing the significant gender disparity in the industry. Frontline's works to make concrete improvements in scheduling practices, broaden the public and political base of support to improve the quality of retail jobs, and advance policy solutions to promote Just Hours and the Fair Work Week Initiative legislation.

### **Chhaya Community Development Corporation**

**Queens, \$60,000**

Chhaya's Saathi Women's Empowerment Program provides financial education and skills training for low and moderate income South Asian immigrant women. Workshops, peer groups, counseling and coaching educate and support them in understanding financial and credit management, asset building and other financial skills.

### **Cidadão Global/Global Citizen**

**Citywide, \$70,000**

Cidadão Global is a community advocacy organization with the aim of ensuring that Brazilian immigrants gain access to resources and information in Portuguese in order to better understand their rights. They provide community-based workforce development workshops and leadership development trainings for low-income, women Brazilian immigrants.

### **Community Connections for Youth (CCY)**

**The Bronx, \$60,000 •**

CCY's Parent Support Program and Youth Development Program produce weekly workshops on gender-specific topics addressing self-esteem, female leadership, domestic/dating violence, and sexual abuse; and provide young women with gender-specific mentoring.

### **The Debt Collective**

**Citywide, \$15,000 •**

The Debt Collective focuses on for-profit colleges that engage in predatory practices including fraud and disreputable debt-collection. The organization empowers student members to renegotiate, resist, and refuse unfair debts while at the same time advocating for real solutions including free education and universal health care.

### Desis Rising Up & Moving (DRUM)

**Citywide, \$60,000**

Women and girls in South Asian communities face pressure for early-age arranged marriages, are at risk for domestic violence, and face isolation due to limited English proficiency. DRUM's dismantles gender norms by having women in leadership positions and throughout their constituency and are expanding their member-led initiatives in Brooklyn, the Bronx, and Eastern Queens.

### Empire State Pride Agenda

**Citywide, \$20,000**

Empire State Pride Agenda's Transgender Civil Rights Initiative engages in organizing, education, advocacy and other awareness building activities to pass state-wide legislation that explicitly prohibits discrimination based on gender identity and expression in employment, housing, public accommodations, and credit.

### Equal Rights Advocates (ERA)

**Brooklyn, The Bronx, Manhattan, Queens, \$20,000**

ERA currently leads the New York State Collaboration for Women in Construction through work to increase women's access to opportunities in NYC's high-wage construction industry. ERA is developing a leadership development program for tradeswomen, increasing their capacity to advocate for themselves on the work place, as well as leading systemic change efforts that address inequities in the industry.

### Faith in New York

**Brooklyn, The Bronx, Manhattan, Queens, \$15,000 •**

Faith in New York's Economic Dignity campaign fights for equitable housing and local jobs in NYC, which focuses on mixed income affordable housing units and union jobs; LIVE FREE NY, is a faith-based movement to reduce gun violence and police brutality, and end mass incarceration. Their Women's Theological Training series provides women faith leaders/organizers an opportunity to develop tangible skills on how to advance a gender lens in their racial and economic justice campaigns.

### Flanbwayan Haitian Literacy Project

**Brooklyn, \$20,000**

The Flanbwayan Haitian Literacy Project's Tet Ansanm Girls Leadership Project provides both skill-building and leadership development opportunities that increase Haitian American children's skill sets, self-esteem and education opportunities, leading to increased opportunities for economic security in the future.

### Footsteps

**Brooklyn, The Bronx, Queens, Manhattan, \$60,000**

Footsteps empowers individuals from the ultra-Orthodox Jewish community to forge lives independent of the restrictions of the ultra-religious communities in which they were raised. Footsteps is working to enable women living at or below the poverty level to achieve and sustain economic security and advance economic justice through access to education, employment, work supports, training, and asset building.

### Girls for Gender Equity (GGE)\*

**Citywide, \$130,000\* •**

GGE's programs include Sisters in Strength Youth Organizing Program for young women of color to receive social justice training, counseling support and college prep services. Their Urban Leaders Academy works advance academic achievement, leadership skills, and social justice values within young people of color at three middle schools. GGE coordinates a city-based coalition comprised of youth, educators, parents, activists, and policy makers to make schools safer for all students. GGE also leads a "Breaking the Silence" campaign of advocacy efforts with city government.

### Girls for Gender Equity (GGE)

**Citywide, \$80,000 •**

GGE supported the participation of self-identified young cis and trans women of color between the ages of 14-25 in the Young Women's Advisory Council through stipends and metrocards. The involvement of young women through the planning and implementation process of the Young Women's Initiative is a way to create a critical space where young people are seen as experts of their experiences and can share their strategies, expertise, and shape priorities in issues that impact them.

### Girls Write Now (GWN)

**Citywide, \$60,000 •**

Girls Write Now (GWN) advances gender equality and social justice by empowering young women-of-color writers. Through its Mentoring, Girls College Bound, and Digital Mentoring programs, GWN helps at-risk girls from New York City's public high schools to realize their writing potential; expand their talent; develop independent, creative voices; and gain the confidence to make healthy school, career and life choices.

### Global Potential

**Brooklyn, The Bronx, Manhattan, Queens, \$20,000**

Global Potential's Peer-to-Peer College Support Group program provides low-income and first generation young women with workshops and individual help with the college application and transition process by providing culturally competent support.

\* two-year grant

### **Hot Bread Kitchen (HBK)**

**Citywide, \$70,000 •**

HBK helps immigrant women leverage their culinary skills to get better jobs and create their own businesses within the food industry. HBK is receiving technical assistance from NYWF grantee partner, Center for Family Life, to support HBK's Cooperative Coordinator in the successful seeding and growing of worker-owned cooperatives for low-income women.

### **Hudson Link for Higher Education in Prison**

**Citywide, \$60,000**

Hudson Link for Higher Education in Prison works to help inmates at the Taconic Women's Facility attain an associate's degree within a two-year timeframe, strengthening incarcerated women's ability to find employment upon release, which leads to economic security and stability for women and their families.

### **Latinas On the Verge of Excellence (L.O.V.E.)**

**Brooklyn, The Bronx, Manhattan, Queens, \$60,000**

L.O.V.E. empowers at-risk Latina high-school girls by pairing each girl with a Latina college student. In both group and one-on-one sessions with college mentors, girls interact with other Latinas who provide college readiness skills, and consistent support and guidance to young Latina women to succeed academically, feel empowered, and become invested in their own academic achievements.

### **Latino Justice PRLDEF (LJP)**

**Brooklyn, The Bronx, Manhattan, Queens, \$60,000**

LJP's LATIN@S At Work project educates low-wage Latina workers, their employers, advocates, and the general community about the rights and protections that exist for Latina workers and how to use LJP's legal resources to ensure that these rights are effectively defended and preserved.

### **Legal Information for Families Today (LIFT)**

**Citywide, \$70,000**

LIFT's Women's Program ensures access to justice and representation for low-income women in NYC, particularly single mothers involved in Family Court. The Women's Program offers legal information, guidance, crisis intervention, referrals for job placement, income supports and financial literacy for low-income mothers who are involved in child support, custody or visitation cases without legal representation.

### **Lexington Vocational Services Center, Inc. (LVS)**

**Citywide, \$70,000**

LVS's Deaf Women for Economic Independence program offers a wide array of basic core employment services to promote deaf women's economic independence and empowerment, specifically focusing on long-term career development. The program also aims to change workplace culture by educating and preparing employers to be more inclusive of deaf individuals.

### **Literacy Partners (LP)**

**The Bronx, \$70,000**

LP's ESOL for Immigrant Women Program in the South Bronx focuses on increasing parents' English fluency as well as improving their financial, health, and digital literacy in addition to knowledge of early childhood development, advocacy for their children's education, leadership skills, resiliency, and job readiness skills.

### **Mekong NYC**

**Citywide (primarily The Bronx), \$60,000**

With training from NYWF grantee partner, Center for Family Life, Mekong is supporting the development of a worker cooperative effort by 10-30 Southeast Asian women (refugees who were resettled in the Bronx) to create a catering business that meets the community need for traditional Cambodian and Vietnamese cuisine.

### **MinKwon Center for Community Action**

**Citywide, \$60,000**

MinKwon's advocacy and organizing program focuses on systematic change for the community regarding tenant rights and the Flushing West rezoning process. MinKwon places a special emphasis on meeting the needs of marginalized community members, including elderly Korean widows who disproportionately fall victim to tenant abuse, and conducts outreach and door knocking campaigns to make this population aware of their services.

### **Neighbors Helping Neighbors (NHN)**

**Brooklyn, \$60,000**

NHN is reviving their United Neighbors in Action program, a low-income, immigrant, women-led community based group that will mobilize and support housing campaigns to combat housing displacement and discrimination and promote healthy living conditions for families in Sunset Park. NHN supports low-income immigrant women through education and counseling on housing rights and encourages women to act collectively and advocate for systemic change.

## Neighbors Together (NT)

**Brooklyn, \$60,000**

NT is working to increase the number of women in its Leadership Development program and Empowerment program. Through this broader and deeper outreach, NT gains knowledge about the unique barriers and challenges women face so that services and programs are inclusive, particularly of homeless and transient women.

## New Economy Project (NEP)

**Citywide, \$30,000 •**

NEP supports economic justice organizing in NYC neighborhoods; actively engages in community education, legal and policy advocacy; and is exploring what a public bank could look like in New York. NEP works with community groups to achieve their mission by challenging corporations that harm communities and perpetuate inequality and poverty.

## New Immigrant Community Empowerment (NICE)

**Queens, \$60,000**

NICE organizes women workers through their Worker's Center via outreach to women domestic workers and day laborers; leading awareness campaigns on economic fairness and justice issues; strengthening the Justice for Job Seekers campaign; and empowering and protecting immigrant job seekers.

## New York Paid Leave Coalition

**Citywide, \$50,000**

The New York Paid Leave Coalition is working on a campaign to pass Paid Family Leave Insurance at the state level, which would enable workers to take 12 weeks off with two-thirds pay for a newborn, or newly adopted child, or to take care for a sick child, spouse, partner, parent, grandparent, in-law or sibling. A state-wide PFLI bill would benefit all workers in NYC and statewide, with the greatest impact on poor and low-income women, whose households are critically dependent on their earnings.

## PA'LANTE Harlem (People Against Landlord Abuse and Tenant Exploitation)

**The Bronx, Manhattan, Queens, \$60,000**

PA'LANTE gives low-income women of color the ability to become homeowners as the NYC Tenant Interim Lease (TIL) program stipulated years ago. PA'LANTE engages in tenant organizing, educating, and finding leadership among the residents of these buildings to ensure that the buildings become tenant-owned low-income co-ops.



NYWF GRANTEE PARTNER Movement for Justice in El Barrio

## Movement for Justice in El Barrio

**Manhattan, \$60,000**

Movement's main organizational program, Housing Justice Program (HJP), integrates community organizing, leadership development, and political education programs to continue to expand its network, which operates on a commitment to participatory democracy, grassroots leadership, and gender justice. Their "Liderazgo de Mujeres" (Women's Leadership Program) works with women to enhance their leadership skills through trainings, speaking towards, women-focused organizer retreats and convenings.

## Per Scholas

**Citywide, \$60,000 •**

Through Per Scholas' programs, women gain access to free technical skills and job training they might not otherwise be able to acquire. Further, through enhanced soft skills and gender-focused professional development opportunities, Per Scholas prepares women to succeed and thrive in a male-dominated industry and successfully fight for pay equity in the technology field. The Women in Tech Program helps low-income women achieve financial stability by formalizing credentials and entering the information technology field as computer technicians.

## PowHer New York

**Citywide, \$60,000**

Women make 77 cents on the dollar compared to men, with Latina and African-American women most negatively impacted making 55 cents and 65 cents respectively. PowHer's innovative, low-cost online model engages and mobilizes individuals and communities to work towards women's equality, and build real potential to create systemic change in this arena.

## Red Umbrella Project (RedUP)

**Brooklyn, Queens, The Bronx, \$60,000**

Through the lens of lived experiences, RedUP re-frames public dialogue surrounding the stigma and discrimination of individuals in the sex trade through sustained and structured peer-mentoring initiatives, multimedia storytelling platforms, and public advocacy skills.

**Soledad O'Brien & Brad Raymond  
Starfish Foundation**

**Citywide, \$60,000**

The Starfish Foundation transforms the lives of young women from diverse backgrounds and low-income communities by helping them attend and graduate college. The Scholars Institute provides individualized, wrap-around financial support, mentorship, education enrichment, life skills support and other resources to 25 young women, ages 17-27, from diverse backgrounds in New York City and New Orleans.

**Start Small. Think Big. (SSTB)**

**Brooklyn, The Bronx, Manhattan, Queens, \$60,000 •**

SSTB's leadership development program, Entrepreneurship Pipeline, offers opportunities for low-income entrepreneurs to scale their businesses via personal financial and business coaching along with small business legal assistance.

**New York State Tenants and Neighbors  
Information Service, Inc.**

**(also known as Tenants & Neighbors)**

**Citywide, \$60,000**

Tenants and Neighbors is developing a Tenant Association Leadership Institute to train tenant association leaders citywide (90 percent will be women of color). Tenant & Neighbors works to build community knowledge and power to slow the effects of gentrification and displacement.

**Union Settlement Association (USA)**

**Brooklyn, the Bronx, Manhattan, Queens, \$60,000**

USA's The El Camino program provides women with increased access to educational opportunities and prepares them for higher paying jobs in the high growth, high-demand healthcare sector by improving literacy and English levels.

**United Community Centers (UCC)**

**Brooklyn, \$60,000**

UCC's East New York Farm is building food and economic justice by helping older women to grow and market more produce, strengthening connections between older adult gardeners and younger community members, increasing access to healthy food, and generating supplemental income for older women gardeners.

**United Women Firefighters of New York (UWF)**

**Citywide, \$60,000**

Women represent less than 1 percent of firefighters in the FDNY. UWF provides a women's-only training environment to provide candidates with the knowledge and physical training they need to become successful firefighters and advocate for gender inclusivity within the FDNY.

**Voices of Community Activists and Leaders  
(VOCAL-NY)**

**Citywide, \$60,000**

VOCAL-NY's Civil Rights Union and Homeless Union Program advocates for systemic change to remove the stigma that individuals face when coming out of prison and applying for jobs, and works towards attaining more supportive and affordable housing for formerly incarcerated women.

**Welfare Rights Initiative (WRI)**

**Citywide, \$70,000 •**

WRI's Community Leadership Training of Trainers project trains WRI alumni to be effective change agents in their own communities. WRI trains families on their rights to education at CUNY and in their neighborhoods and streamline access to education supports

**Women Organizing Neighborhoods (WON)**

**The Bronx, \$20,000**

WON focuses on immigrant women and women of color as agents of change. Their Transformative Training program, trains community members and staff of community-based organizations in somatic-based organizing, and facilitates a Bronx-wide Network for social justice organization across multiple issues.

**Year Up New York**

**Citywide, \$70,000 •**

Year Up New York is a one-year intensive training and corporate internship program that empowers young adults who possess a high school diploma or GED, but are otherwise disconnected from the economic mainstream, to reach their potential through professional skills and higher education. Their Young Women's Initiative provides social services, support groups, gender-specific retreats and networking events to help young women become change agents in their own lives, families and communities.

## ANTI-VIOLENCE AND SAFETY

All women have a right to live safely. The programs we support address the immediate needs of women, girls and transgender people who suffer physical, emotional and sexual abuse. They also confront root causes and work to create lasting changes in institutions and beliefs that perpetuate gender-based violence.



Photo: William Alariste

NYWF GRANTEE PARTNER Day One

### Day One

When Denesia fell in love at age 21, she was confident that her relationship would blossom into a life-long commitment. She imagined a new future unfolding before her, nourished by a supportive partnership. But, Denesia's new-found happiness was short-lived. Her partner was prone to verbal and physical abuse, which escalated over time. Denesia's days and nights became filled with fear.

In the confusion created by financial dependency and the persistent threat of violence, Denesia succumbed to her boyfriend's demands which included engaging in sexual relations for money, in order to contribute toward rent and household goods. No matter what Denesia did to please her partner, the violence and abuse continued to escalate. When she finally attempted to escape the relationship, he began to stalk her. Due to his stalking, Denesia lost her job for missing a shift.

One day her boyfriend appeared at her home, violently banged on the door, and threatened to shoot her if she didn't let him in. When she complied, he physically assaulted her and stole her money, laptop and clothing. After that, Denesia slept on various friends' couches, too afraid to be alone at home.

When Denesia came to Day One at the Bronx Family Justice Center, she received extensive advocacy support enabling her to regain her job, have her former partner arrested, and get an order of protection put in place. With help from Day One's social worker and attorney, she has also received financial compensation from the Office of Victim Services for the loss of essential personal property. Day One assisted Denesia in securing a domestic violence priority with the NYC Housing Authority. As she awaits an apartment, Denesia is taking steps to rebuild a secure foundation for her life.

Day One New York, Inc. partners with NYC youth to end dating abuse and domestic violence through community education, supportive services, legal advocacy and leadership development.

**ACHA Himalayan Sisterhood New York (ACHA)  
Brooklyn, Queens, \$20,000**

ACHA reaches the Himalayan community through anti-violence and safety training workshops, the development of a domestic violence training curriculum particularly targeting providers working with Himalayan women, and peer/education outreach at numerous community events.

**A CALL TO MEN (ACT)  
Citywide, National, \$100,000**

A CALL TO MEN prepares men to play a primary role in the solution to gender-based violence. By integrating NYWF's work with that of A CALL TO MEN, ACT is expanding the paradigm and understanding of violence to include the critical role of male allies and partners towards ending gender-based violence.

**Center for Anti-Violence Education (CAE)  
Brooklyn, Manhattan, Staten Island, \$60,000 •**

CAE's programs, Community Alliance Against Violence and RisingStrong, work to reduce and prevent violence in the lives of LGBTQ homeless, minority, low-income and at-risk youth. CAE teaches practical strategies to prevent intimate partner violence, rape, hate/bias crimes, sexual harassment, and abuse in the lives of women, teens, LGBTQ individuals, children, and other communities most affected by violence.

**Center for Court Innovation  
Citywide, \$60,000 •**

Creating Change for Children (CCC) is a joint project between the New York State Unified Court System and the Center for Court Innovation, trains NYC Family Court Judges and staff on sex trafficking of minors, which includes outreach, building capacity, and training community-based services in order to enhance resources for victims and those at risk of victimization. CCC also works to expand the piloting of trafficking identification guides and screening tools in NYC Family Courts.

**City Bar Justice Center/Association of the  
Bar of the City of New York Fund, Inc.**

**Citywide, \$60,000 •**

The Trafficking Prevention and Empowerment Program (T-PEP), increases legal education and representation for youth trafficked for sex. TPEP operates within the Immigrant Women and Children Project to increase the visibility of sex trafficking of minors among the legal community and government agencies; train community partners on the issue; and provide legal services to trafficked minors.

**CONNECT**

**Citywide, \$70,000**

CONNECT partners with individuals and communities to address interpersonal violence and gender justice, and change beliefs, behaviors, and institutions that perpetuate violence. Through legal empowerment, grassroots mobilization, and transformative education, CONNECT creates safe families and peaceful communities and helps to increase long-term economic security for women and girls.

**Covenant House New York (CHNY)**

**Citywide, \$60,000 •**

CHNY's Anti-Human Trafficking Services program focuses primarily on: identification of human trafficking victims, early intervention for identified trafficking survivors, and education and counseling to prevent at-risk youth from falling into the hands of pimps and other traffickers. CHNY also matches survivors with appropriate education and vocational training with the goal of meaningful, livable wage employment.

**Day One New York**

**Citywide, \$60,000 •**

Day One's program enhances the capacity of professionals to prevent and intervene in cases of commercial exploitation of youth through standardized training that focuses on the link between intimate partner violence and commercial sexual exploitation/trafficking. Day One partners with teen dating abuse survivors in their Youth Voices Network (YVN).

### The Door

**Citywide, \$60,000 •**

The Door is a multi-service youth development agency providing a full range of free, integrated services at a single site, free of charge to anyone between the ages of 12 and 24. Their Runaway and Homeless Youth Program deepens their work in serving at-risk or sexually exploited and homeless girls and gender non-conforming youth under 18 who are at risk for, or victims of, sex trafficking.

### Edwin Gould Services for Children and Families/STEPS

**Citywide, \$75,000**

The STEPS Reentry Program helps women, who have histories of childhood abuse, trauma, and gender-based violence, successfully reintegrate into society after leaving prison. STEPS facilitates a release-preparation group, which prepares women for life on the outside, and monthly domestic violence support groups, which focus on the internal work that addresses the trauma.

### Girl Be Heard (GBH)

**Citywide, \$60,000 •**

GBH's Girl Empowerment Program allows youth to express and heal from traumas such as bullying, sexual abuse and body image dysmorphia. Their In-School Educational program helps middle and high school students develop writing, speaking, critical thinking, and analytical skills that nurture young women to become leaders.

### Girls Educational & Mentoring Services (GEMS)

**Citywide, \$80,000 •**

GEMS's long-term Support Services program empowers girls and women to exit the commercial sex industry and develop to their full potential. Through the individual success of GEMS members and their mentoring roles at the agency, families break cycles of abuse and educated and empowered youth have the necessary tools to ascend from poverty.

### The Hetrick-Martin Institute (HMI)

**Citywide, \$60,000 •**

HMI's Women Speak Program seeks to positively impact the rates of violence against and lack of sexual education among young lesbian, queer, and transgender women. The year-long Anti-Violence Social Media Campaign is a youth-led initiative to address violence against young lesbians, queer-identified women and trans women, and to educate other community organizations about violence facing young, low-income LGBTQ youth.

### Hollaback!

**Brooklyn, the Bronx, Manhattan, Queens, \$60,000 •**

Hollaback! responds to street harassment of women, LGBTQ individuals, and people of color in NYC through legislative advocacy, public engagement, and grassroots activism. Hollaback!'s New York City program continues to increase individual, community, and systems awareness and engagement, and covers three program areas, including their legislative agenda, annual anti-street harassment rally, and middle and high school workshop series.



NYWF GRANTEE PARTNER The Door

### **Justice Committee (JC)**

**Citywide, \$60,000**

JC's Mothers and Families Leadership Development and Organizing Program benefits participants and families by providing mothers with a safe space for organizing and advocacy and a support group to meet their immediate needs in the aftermath of police killings and experiences of police violence.

### **Leave Out Violence U.S. (LOVE)**

**Brooklyn, \$20,000**

LOVE's Monthly Mondays program provides female and male youth with the opportunity to work together to explore sensitive and difficult issues around gender-based violence. Their unique approach combines skill-building with opportunities for youth of all genders to become leaders in their communities on issues of violence, helping to stop cycles of gender-based and community violence.

### **LiveOn NY**

**Citywide, \$75,000**

LiveOn NY is currently the only organization advocating for systemic change in the area of elder abuse policy, especially for older women. With over 100 member organizations providing community-based services through more than 600 programs, LiveOn NY's members range from individual community-based centers to large multi-service, citywide organizations and serve over 1.4 million older adults in NYC annually.

### **Mixteca Organization**

**Brooklyn, \$60,000**

Mixteca's Domestic Violence (DV) Awareness, Prevention & Support Project builds the capacity and commitment of local community leaders, clergy, elected officials, NYPD, school personnel, and health and social service providers to address DV within their constituencies and help connect women with DV concerns to Mixteca.

### **New York City Gay and Lesbian**

#### **Anti-Violence Project (AVP)**

**Citywide, \$60,000**

AVP provides LGBTQ and HIV-affected communities with on-site borough-specific intervention, safety planning, counseling, advocacy, and accompaniment. The Community-Based Violence Prevention Program provides outreach, intake and support to transgender and gender nonconforming people of color facing severe levels of hate, domestic and sexual violence, and helps them create strategies to end violence.

### **Queer Detainee Empowerment Project (QDEP)**

**Brooklyn, The Bronx, Queens, Manhattan, \$60,000**

QDEP's Alternative-To-Detention program serves the immigrant LGBTQ community, whose members are 15 times more likely to be sexually assaulted while in detention than heterosexuals. QDEP provides direct services, advocacy and policy work to support the NYC undocumented queer and immigrant transgender community.

### **Resilience Advocacy Project (RAP)**

**Citywide, \$60,000 •**

RAP's Girls Health and Trafficking Initiative builds a corps of young women with the knowledge and training to serve as peer advocates for girls in New York's juvenile detention centers, homeless shelters and schools who are at risk of being trafficked.

### **Rise**

**The Bronx, Brooklyn, Manhattan, Queens, \$60,000**

Rise works to address the problems of shame and isolation among poor mothers affected by the child welfare system, as well as the lack of nuanced understanding among frontline workers, policy-makers and child welfare leadership of the families that they serve.

### **Sexual Health Innovations (SHI)**

**Citywide, \$60,000 •**

SHI's Callisto is a third-party sexual assault recording and reporting system for colleges that is designed to address the pervasive problem of sexual assault on college campuses in the U.S. by providing a more empowering reporting experience for survivors and facilitate the identification of repeat assailants.

### **Streetwise and Safe (SAS)**

**Citywide, \$60,000 •**

SAS Youth Leaders Program "Know Your Rights" engages young women and LGBTQ youth of color in year-round programming through which they share information critical to reducing harms of interactions with law enforcement with their peers, advocate for systemic changes to policing policies, and practices which jeopardize their safety and infringe on their right to bodily and reproductive autonomy.

## HEALTH, SEXUAL RIGHTS AND REPRODUCTIVE JUSTICE

We support programs that help women and girls take control of their health, sexual rights and to obtain quality healthcare, including the full range reproductive services.

### Correctional Association of New York

In 2010, 20-year old Miyhosi was pregnant, completing her sentence in a New York prison, and was shackled. Shackling is a method of restraining incarcerated individuals with heavy chains around the ankles and wrists. Not only dehumanizing, shackling is highly dangerous for pregnant women. It increases the risk of blood clots as well as miscarriages due to potential falls and blood flow restriction and can create psychological and physical harm to a mother giving birth while handcuffed to a hospital bed.

Miyhosi was constantly falling while pregnant and shackled. At the time, she was angry about the risk of harm to herself and her baby, but she was too afraid to voice her concern for fear of negative repercussions.

While the Correctional Association of New York (CA) and its allies successfully pressed New York State in 2009 to pass a law that prohibits the shackling of pregnant women on the way to the hospital to give birth, during recovery after birth, and during transport back from the hospital post-delivery, CA learned that the New York State Department of Corrections and Community Supervision was continuing to shackle women in violation of the 2009 law.

Correctional Association's Women in Prison Project conducted an outreach campaign to get the stories



NYWF GRANTEE PARTNER Correctional Association of New York

behind the violations of the 2009 law with Miyhosi as a member of a core group of courageous women who provided a public face to the issue.

In December 2015, Governor Cuomo signed the Anti-Shackling Bill which fortifies the 2009 law banning the shackling of incarcerated women during childbirth, and expands protections to women throughout their pregnancies and eight weeks postpartum.

Before becoming involved with the anti-shackling campaign, Miyhosi did not see herself as an advocate. Reflecting on the significance of the legislative victory and her role in it, Miyhosi says, "This win feels great. I feel liberated and inspired... I see myself continuing to advocate for the rights of women and children, because it's important."

Miyhosi currently works as a program assistant at an organization that operates a broad range of treatment, educational, and vocational services for people involved in criminal justice system. She is also involved in advocacy efforts to improve access to college education for incarcerated individuals as well as those released. She plans to resume her own college education. "Professionally, right now I want to be a social worker, but I also want to be involved with policy change and advocacy and own my own business. I want a lot out of this world. And I'm just getting started."

Correctional Association of New York advocates for a more humane and effective criminal justice system through prison monitoring, research, public education, leadership training, coalition building and policy advocacy.

### **The Alex House Project (TAHP)**

**Brooklyn, Staten Island, \$20,000**

TAHP partners with NYC's ACS group homes to deliver a parenting curriculum for teen and youth adult mothers, as well as for teens in the foster care system. In addition, TAHP provides young mothers with basic educational and employment support services, sisterhood and leadership development by offering opportunities for young women who have gone through the program to serve as peer educators for other young women.

### **Callen-Lorde Community Health Center**

**Citywide, \$70,000**

Callen-Lorde's Transgender Case Management Program specifically addresses the need for targeted and sensitive case management services for individuals of transgender and gender nonconforming experience, who face significant barriers to accessing basic necessities, legal and financial support, and vital primary and specialty medical and mental health needs.

### **Community Health Action of Staten Island (CHASI)**

**Staten Island, \$60,000 •**

Through CHASI's Young Women's Task Force (YWTF), low-income adolescent women of color learn to avoid unintended pregnancies, HIV infection and other sexually transmitted diseases. YWTF's education and training program develops young women as peer leaders to deliver prevention messaging in their schools, homes and other settings.

### **Comunilife**

**Citywide, \$40,000 •**

Comunilife is only program in New York City that is directly working to combat the high rates of Latina suicide in the City. Comunilife's Life is Precious program provides culturally and linguistically appropriate educational support, creative art therapy, and wellness activities to Latina teens, aged 12 to 17, who have seriously considered or attempted suicide, and their families.

### **Correctional Association of New York (CA)**

**Citywide, \$75,000 •**

CA's Women in Prison Project's Justice Campaign is aimed at ensuring access to quality reproductive health care and advancing reproductive justice for incarcerated women. They facilitate leadership among currently and formerly incarcerated women to empower them to reform the criminal justice policies that directly affect their lives.

### **GRIOT Circle**

**Citywide, \$60,000**

LGBTQ elders of color face heightened discrimination and isolation due to their age, race, and sexual orientation. GRIOT works to counteract the systemic isolation and discrimination suffered by its members by being deeply rooted in the community it serves. It historically has been led by individuals who reflect the community served.

### **National Latina Institute for Reproductive Health**

**Citywide, \$60,000 ••**

NLIRH's NY Latina Advocacy Network fosters the leadership of pregnant and parenting youth to advocate for policies that support young parents, and better equip young Latinas to make informed decisions about their reproductive health.

### **Pride Center of Staten Island (PCSI)**

**Staten Island, \$60,000**

PCSI's The Grrrl Power Program supports young women and gender non-conforming youth, primarily of color, ages 13-24, to explore who they are as sexual people and support the skills needed to live empowered, inspired and full lives.

### **The Point Community Development Center**

**The Bronx, Brooklyn, Manhattan, \$70,000**

The W.O.M.E.N. Project engages girls and women ages 13 to 21 in peer education and prevention programming to increase awareness of HIV/STIs and teen pregnancy among young African American/Black and Latina/Hispanic women.

We value collaborative, reciprocal partnerships with our grantee partners who teach us about the needs of their constituents and create effective solutions from within. We actively engage with our grantee partners in strategic learning and other activities that leverage our collective power.

NYWF GRANTEE PARTNER  
African American Policy Forum



In addition to grantmaking, we provide our grantee partners and their leaders with additional support and resources so that they can grow to be sustainable and address emerging community issues.

## Capacity Building

As an early funder of emerging, women-led, community-based nonprofits, The Foundation is fiercely committed to ensuring our grantee partners' programmatic and organizational sustainability, as well as strengthening the leadership of their staff at all levels.

In 2015, The Foundation provided a total of \$280,950 in capacity-building support that leveraged the expertise of a variety of technical assistance supports in New York City. This disbursement enabled one-on-one consulting services and cohort learning opportunities for our grantee partners. In addition, grantee partners could apply for individual capacity-building grants to pursue customized technical assistance services from consultants of their choosing. Grantee partners were also provided access to a variety of workshops and trainings through The Foundation's continued partnership with the New York City Capacity Building Funder's Collaborative.

## Capacity Building Grants

The Foundation awarded a total of \$104,950 in capacity-building grants to 20 grantee partners to strengthen organizational infrastructure and increase the effectiveness of their programmatic activities. Organizations requested assistance in the following areas:

### BOARD DEVELOPMENT CONNECT

Good Old Lower East Side  
Communications  
Local Development Corporation  
of East New York  
Resilience Advocacy Project

### EVALUATION Business Outreach Center Network, Inc.

Day One  
Footsteps  
Girls Write Now  
Lexington Vocational Services

### FUNDRAISING Boom!Health Cidadão Global NYLAG YWCA of Queens

### FINANCIAL MANAGEMENT Center for Anti-Violence Education LOVE Mentoring

### INFORMATION TECHNOLOGY Movement for Justice in El Barrio

### PROGRAM DEVELOPMENT Latino Justice PRLDEF

### STRATEGIC PLANNING Mercy Center Streetwise and Safe

## Capacity Building Partnerships

The Foundation provides capacity building support to grantees through strategic partnerships with nonprofit consulting firms. Through these partnerships, 38 of 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.

- **Cause Effective** provided a series of workshops and one-on-one consultations for grantee partners to strengthen individual donor development and increase overall fundraising capacity.
- **The Omega Women's Leadership Center at the Omega Institute** provided an intensive leadership development retreat and support for grantee partners to explore their unique leadership values, vision and voice as women leaders.

## New York Capacity Building Funder's Collaborative

The New York City Capacity Building Funder's Collaborative strengthens the leadership and management capacity of our grantee partners through a series of participatory workshops and trainings on a variety of topics such as fundraising; board development; financial management; and communications. Workshops and trainings typically range in length from a half-day to a series of full-day sessions. Individual follow-up consultations are often conducted at the end of each series.

In addition to learning new skills and strategies for building organizational capacity, the trainings provide an excellent opportunity for grantees to share experiences, increase their knowledge base, build learning partnerships, and form valuable relationships. NYWF's aim is to provide grantee partners with the resources to improve service delivery and advocacy to low-income women and girls in New York City.

In 2015, The Foundation partnered with the New York City Capacity Building Funder's Collaborative to offer grantees the following workshops and trainings:

- **Effective Legislative Advocacy**
- **Nonprofit Revitalization Act**
- **Effective Community Organizing**
- **Database Training**
- **Uniform Land Use Review Procedure**
- **Grassroots Fundraising**
- **Succession Planning**
- **City Hall Advocacy**

## Strategic Discretionary Grants

The New York Women's Foundation understands that there are emerging issues or immediate needs that fall outside the scope, size, or timing of NYWF's fall and spring guidelines that are in accordance with our mission. Our Strategic Discretionary and Planning Grants allows NYWF to support these efforts.

In 2015, NYWF awarded \$313,200 in grants to the following organizations:

**Adhikaar** for efforts to organize new immigrant women workers in NYC.

**African American Policy Forum** for leadership development work.

**Association of Fundraising Professionals** for Real Time Grantmaking education session at Fundraising Day New York.

**Barnard Center for Research on Women** for the Queer Survival Economies Conference.

**Beyond Bold and Brave** for the Black Lesbian Conference in 2016.

**Black Lives Matter** for enhanced community engagement activities.

**Brighton Heights Reformed Church** for the Staten Island Brighton Heights Youth Orchestra.

**The Brotherhood/Sister Sol** for leadership development work.

**Carter Burden Center for the Aging** for research and outreach for women at the Carter Burden Leonard Covello Senior Program and Lehman Village Senior Center.

**Center for Children's Initiatives** for enhanced community engagement efforts.

**Chinese Staff & Workers' Association** for staff training, leadership coaching, and organizing support for low-income immigrant women who are home care attendants.

**Citizens Committee for New York City** for technical assistance in emerging, women-led projects in NYC.

**Committee Against Anti-Asian Violence** for leadership development work.

**The Committee for Hispanic Children and Families** for enhanced community engagement activities.

**The Correctional Association of New York** for enhanced community engagement activities.

**Community Voices Heard** for their 20th Anniversary Shirley Chisholm Lights of Freedom Awards.

**Custom Collaborative** for workforce-development and entrepreneurship program for low-income immigrant women.

**The Dr. Pantoja Mural Committee** for the creation of a public mural in East Harlem commemorating the life of community leader Dr. Antonia Pantoja.

**Greenhope Services for Women, Inc.** for self-sufficiency and stability of women involved with the criminal justice system.

**Hispanic Federation** for the Nonprofit Executive Coaching Initiative.

**National Latina Institute** for Reproductive Health for leadership development work.

**New York City Alliance Against Sexual Assault** for their communications strategy.

**New York University** for their Fellowship for Emerging Leaders in Public Service.

**Parkinson's Disease Foundation** for their Women and Parkinson's Disease Conference.

NYWF GRANTEE PARTNER  
Girls Write Now



**Red Hook Art Project** for enhanced community engagement activities.

**Sauti Yetu** for economic empowerment of women in the African immigrant community.

**Staten Island Community Job Center** for work around organizing immigrant women in Staten Island.

**Students Stand with Malala** for the *He Named Me Malala* screening program fund.

**Sylvia Rivera Law Project** for enhanced community engagement activities for Transgender and Non-Conforming Individuals community.

**The Pacifica Foundation - WBAI Radio** for enhanced community engagement activities.

**Turning Point** for the needs of Muslim women and children through crisis intervention, individual and group counseling, advocacy, outreach, education and training.

**U.S. National Committee for UN Women** for outreach regarding the Convention on the Elimination of all Forms of Discrimination Against Women.

**Washington Area Women's Foundation** for the Prosperity Together Initiative.

**Women's City Club of New York** for the 2015 Citywide Guides to Services and Resources Project.

## Nonprofit Board Engagement Partnership

Since 2013, The Foundation has partnered with Citi Community Development to implement the Nonprofit Board Engagement Partnership, with the goal of strengthening the governance of grantee partners by engaging Citi women employees in nonprofit board placement opportunities.

The following organizations participated in the 2015 cohort, taking steps to strengthen their capacity to meet community needs:

- **Business Outreach Center Network**
- **Center for Anti-Violence Education**
- **Legal Information for Families Today**
- **Literacy Partners**

NYWF GRANTEE PARTNER CHHAYA



NYWF GRANTEE PARTNER  
A Better Balance



NYWF GRANTEE PARTNER  
Global Potential

# HOW TO GET INVOLVED

## 10 Ways to Be an Agent of Advancement

“The best way I can be part of solving the hard problems is not just by writing a check—that’s only part of it—but what piece can I actually take on. There’s the financial part, the activist part, the social part.”

MARY CARACAPPA, DONOR

NYWF GRANTEE PARTNER  
Girls Write Now



Every one of us has the ability to create positive change in the lives of the women and girls who need it most. When we work together, we achieve better results.

Here are some of the ways you can support the work of The New York Women's Foundation:

- 1** Join our community of donors! **Make an annual gift** directly to The New York Women's Foundation online at [www.nywf.org/donate](http://www.nywf.org/donate) or by calling **646.564.5973**. You can make a gift in honor or in memory of someone special. You can also become a Monthly Sustainer and make contributions via credit card or payroll deduction.
- 2** **Encourage your friends** to give and attend events!
- 3** Find out if your company does **matching gifts**. Many companies will double or triple your donation! Your company may also "convert" volunteer hours into a corporate charitable donation.
- 4** **Support our events** by attending our Celebrating Women® Breakfast, Fall Gala, and Neighborhood Dinner. These events are wonderful ways to support The Foundation while celebrating women leaders and change makers and building community.
- 5** **Make a planned gift** by joining The Polly W. Guth Circle. Gifts made through wills, retirement, life insurance plans, and trusts allow you to support future generations of women and girls and could also provide you with current or future income tax deductions, as well as generate income for yourself or loved ones.
- 6** **Join the Circle of Sisters for Social Change.** The COS provides an opportunity for socially conscious women to support The Foundation as a group by raising funds and attracting new members through networking and educational events. The COS also participates in organizing our annual Neighborhood Dinner.
- 7** **Join the Committee for the Future.** The CFF creates an opportunity for first-time philanthropists to support The Foundation's commitment to build economic stability for low-income women and girls in New York City. Members of the CFF plan and participate in events and special projects and support the Celebrating Women® Breakfast.
- 8** **Join the Corporate Leadership Committee.** The CLC is comprised of mid-to-senior level corporate women from diverse industries who work to increase corporate partnerships and support of The Foundation. Corporate women develop leadership skills and grow their professional network as they participate in high-impact philanthropy.
- 9** Explore opportunities on the **Grants Advisory Committee.** The GAC embodies participatory grantmaking at the Foundation. Committee members have two primary responsibilities: identify potential new grantee partners and offer recommendations on the most innovative and effective organizations to fund. Committee members learn more about philanthropy, the challenges women and girls face, and the organizations providing solutions through participation in the grantee partner selection process.
- 10** **Follow us** on social media and **spread the word!** Visit us at [www.nywf.org](http://www.nywf.org)
  -  Like us at [www.facebook.com/newyorkwomensfoundation](https://www.facebook.com/newyorkwomensfoundation)
  -  Follow us at [@NYWomensFdn](https://twitter.com/NYWomensFdn)
  -  Follow us on Instagram at [@NYWomensFdn](https://www.instagram.com/NYWomensFdn)

For more information about these opportunities, please email Maria Najem at [mnajem@nywf.org](mailto:mnajem@nywf.org).

# OUR SUPPORTERS

## Join the Polly W. Guth Circle Planned Giving Society

The women listed here know how important it is to ensure the future of The Foundation, and that there is no better way to do this than by making a planned gift.



- |                                      |                        |
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FOR MORE INFORMATION, CALL 646.564.5981.

## The New York Women’s Foundation Advisory Council

The Advisory Council of The New York Women’s Foundation is a high-profile group of New Yorkers with a commitment to supporting the mission of The New York Women’s Foundation. Their goal is to raise public and private awareness of The Foundation and to expand its impact and importance as a funder to nonprofits dedicated to improving the lives of women and families in NYC. The Advisory Council assists The Foundation in leveraging new opportunities and partnerships in advancing its work.

- |                             |                                    |
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| Carolina Herrera            | Ana L. Oliveira<br>President & CEO |



NYWF GRANTEE PARTNERS: L.O.V.E., NY Paid Leave Coalition, and Center for Anti-Violence Education

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We are so grateful for the support and partnership from our donors.

Your generosity makes it possible to create better lives for women and families in New York City.

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SARAH S. KOVNER, NYWF CO-FOUNDER AND BOARD ALUMNA

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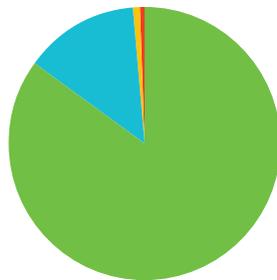
# SUMMARIZED FINANCIAL STATEMENTS

## STATEMENTS OF ACTIVITIES

Year Ended December 31, 2015 with Comparative Totals for 2014

YEAR ENDED DECEMBER 31				2015	2014
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Total
<b>Support and revenue:</b>					
Contributions & grants	\$ 6,157,596	\$10,296,832	-	\$16,454,428	\$ 1,955,209
Special events	2,642,246	-	-	2,642,246	2,939,819
Donated goods and services	90,425	-	-	90,425	110,041
Investment (losses) gains, net	(282,801)	(117,084)	-	(399,885)	597,789
Other income	167,263	-	-	167,263	0
Net assets released from restrictions	1,598,691	(1,598,691)	-	0	0
Total support and revenue	10,373,420	8,581,057	-	18,954,477	5,602,858
<b>Expenses:</b>					
Grants, research, public education & leadership development	8,571,563	-	-	8,571,563	7,620,427
Administration	598,475	-	-	598,475	515,303
Fundraising	1,884,711	-	-	1,884,711	1,628,610
Total expenses	11,054,749	-	-	11,054,749	9,764,340
<b>Change in net assets</b>	<b>(681,329)</b>	<b>8,581,057</b>	<b>-</b>	<b>7,899,728</b>	<b>(4,161,482)</b>
Net assets - January 1	10,562,227	2,992,938	\$1,799,595	15,354,760	19,516,242
<b>Net assets - December 31</b>	<b>\$9,880,898</b>	<b>\$11,573,995</b>	<b>\$1,799,595</b>	<b>\$23,254,488</b>	<b>\$15,354,760</b>

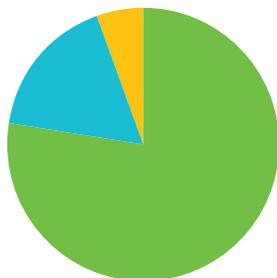
## FISCAL YEAR 2015



### Sources of Revenue\*

85%	● Contributions & Grants	\$16,454,428
13.7%	● Special Events	\$2,642,246
.8%	● Other Income	\$167,263
.5%	● Donated Goods & Services	\$90,425

\* excludes \$399,885 Net Realized and Unrealized losses on investments



### Expenditures

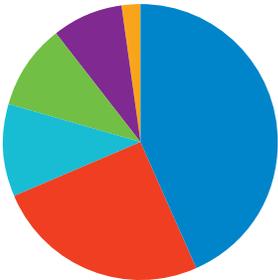
77.6%	● Programs	\$8,571,563
17%	● Fundraising	\$1,884,711
5.4%	● Administration	\$598,475

# SUMMARIZED FINANCIAL STATEMENTS

## STATEMENTS OF FINANCIAL POSITION

As of December 31, 2015, and 2014

ASSETS	2015	2014
Cash and cash equivalents	\$ 6,441,052	\$ 4,989,096
Investments	8,135,651	9,231,828
Pledges receivable, net	9,034,350	1,427,115
Prepaid expenses	92,445	111,808
Property and equipment, net	148,795	180,233
Other assets	102,532	102,357
	<b>\$23,954,825</b>	<b>\$16,042,437</b>
<b>LIABILITIES AND NET ASSETS</b>		
Accounts payable and accrued expenses	\$ 272,657	\$ 266,334
Grants payable	139,950	140,000
Deferred rent liability	160,730	155,843
Deferred contribution revenue	127,000	125,500
Total liabilities	<b>700,337</b>	<b>687,677</b>
Net assets:		
Unrestricted:		
Current	3,808,594	3,684,267
Board designated endowment	6,072,304	6,877,960
Total unrestricted	<b>9,880,898</b>	<b>10,562,227</b>
Temporarily restricted	11,573,995	2,992,938
Permanently restricted	1,799,595	1,799,595
Total net assets	<b>23,254,488</b>	<b>15,354,760</b>
	<b>\$23,954,825</b>	<b>\$16,042,437</b>



### 2015 Grantmaking

44%	● Economic Security	<b>\$2,602,000</b>
25%	● Anti-Violence & Safety	<b>\$ 1,515,000</b>
11%	● Health, Sexual Rights & Reproductive Justice	<b>\$ 665,000</b>
10%	● Capacity Building and Strategic Discretionary	<b>\$ 598,000</b>
8%	● The NYC Fund for Girls and Young Women of Color	<b>\$ 500,000</b>
2%	● The Hildegard Fund	<b>\$ 120,000</b>
<b>Total Grants</b>		<b>\$6,000,000</b>

The financial statements for the years ended December 31, 2015 and 2014 were audited by EisnerAmper LLP. The statements presented here are summarized from our audited statements. To obtain a copy of them, please call The New York Women's Foundation at (212) 514-6993.

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