

**THE  
NEW YORK  
WOMEN'S  
FOUNDATION**

**30 Years  
of Radical Generosity**



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.

# Table of Contents

<b>04</b>	Executive Summary
<b>12</b>	30th Anniversary Timeline
<b>18</b>	Introduction
<b>21</b>	Sparking Transformations
	Transformation of Organizations: From Launch to Sustainability to Impact
	Transformation of Supporters
	Transformation of the Lives of Constituents
<b>43</b>	Forging Coordinated Responses to Major Challenges
<b>51</b>	Accelerating Local and National Change for Women and Families
<b>57</b>	Vision for the Future
<b>62</b>	Appendices

# Women's 'Cross-Class Alliance' Starts Foundation

By KATHLEEN TELTSCH

One wealthy director gave \$250,000 and another director scraped together a \$10 gift. They helped create the New York Women's Foundation, a new philanthropy that says proudly it represents a "cross-class alliance" of women from all over the city.

The foundation, temporarily housed in rent-free space in an East Side town house, made its first public appearance last Wednesday to introduce its directors and announce its mission: "To meet the unmet needs of New York City women."

As its first act of business, the foundation gave away \$50,000 in grants to four local organizations that help battered women and the homeless and train disabled girls to become self-sufficient.

The money for these grants came from the 24 board directors whose ranks include lawyers, sociologists and corporate executives, but also women who organize financially fragile tenant groups and self-help neighborhood associations.

### 'No Distinction Among Us'

"All board members contribute to the foundation and there is no distinction among us about the size of gifts," said Helen Hunt, the foundation's president, who is a daughter of the Texas oil magnate H. L. Hunt. For almost a decade, she has worked with low-income community groups in Dallas and in New York where she heads the Hunt Alternative Fund.

The group resembles similar philanthropies started by women in Philadelphia, San Francisco, Minneapolis and other cities, which also were initiated by wealthy women from privileged families, who sought out women from low-income families to join them in forming the groups, including the Hunt Alternative Fund.

## A goal is to raise \$1 million by the end of the year.



Helen Hunt, center, head of New York Women's Foundation, during a meeting with members. The Foundation, a new philanthropy group, says its mission is "to meet the unmet needs of New York City women."

Columbia University and became a community leader in Puerto Rican circles in the city.

Virginia Day, who has graduate degrees in urban affairs and economics from Princeton and Harvard was brought in as an unpaid consultant to determine if there was a genuine need for the new philanthropy and stayed "because I was hooked and I have not stopped working."

How far the group's founders reached was suggested by their first meeting, held at the Eastside Community Center in Manhattan.

He remarked that double discrimination frequently faced disabled women from minorities and added: "We're too often excluded from women's coalitions because our issues are seen as health issues, not civil rights issues and we're not appreciative of the chance given us to make our statement."

The other awards went to the Center for the Elimination of Violence in the Family, Sanctuary for Families and the Women's Housing Coalition. Board members visited 80 projects before selecting winners.

All contributions go directly into the Foundation's endowment, said Ms. Hunt, because there is no charge for its services. The group is located at 34 East 70th Street and is headed by the Henry Luce Foundation administrative

NEW YORK TIMES BUILDING 111 E. 43RD ST. (11th Floor) NEW YORK, N.Y. 10017  
Circulation: 1,100,000 (Daily)  
Subscription: \$10.00 (Monthly)  
Advertising: (212) 512-2000  
Business: (212) 512-2000  
Classified: (212) 512-2000  
Phone: (212) 512-2000  
Fax: (212) 512-2000  
E-mail: nytimes@nytimes.com  
Web: www.nytimes.com

---

*“We weren’t interested in seeding little efforts that ‘wouldn’t get anyone’s back up.’ We wanted to support bold and powerful solutions – advocacy solutions, not just service solutions. Solutions to challenges that no one else was addressing. And that’s exactly what we’ve done. It’s been our signature contribution.”*

— **Marion Kaplan**, Founder

---

---

*“There was only one thing of which we were certain, right from the beginning. And that was that we needed a mix of women—professionals, women of wealth, and community activists in decision-making positions.”*

— **Ginny Day**, Founder

---

## Executive Summary

In the spring of 1986, a diverse group of women gathered in an Upper East Side living room to lay the groundwork to make a radical idea come to life: The New York Women’s Foundation. This new foundation would be run by, supported by, and dedicated to the progress of women.

The founders channeled all their energies towards expanding women’s access to three core components of advancement and well-being: economic security, freedom from violence and exploitation, and access to reproductive health and choice. They concentrated all their efforts within primarily low-income communities of color—where access to those assets had historically been most limited. And they carried out their work using a set of practices that were rarely embraced in the philanthropic world.

The founders quickly realized that to be successful, they had to build an alliance of women that went far beyond their own networks. They had to include women of all backgrounds and means, from all across the city and beyond. And most importantly, this alliance would include grassroots women leaders who work with communities as the true experts in the field. They would be full partners in all Foundation efforts.

They chose to:

- **Be bold funders of women building solutions in their communities.**
- **Invest in women’s leadership by providing training, coaching, and fostering connections with other leaders.**
- **Be respectful of the approaches proposed by community leaders.**

- **Provide consistent, reliable, and meaningful grants—both in size and duration.**
- **Commit to broad inclusivity and partnership.**

In the three short decades since its launch, The Foundation has parlayed its trailblazing approaches towards achieving ever-increasing reach and influence.

- It has gone from exclusively supporting small grassroots projects to crafting multi-player partnerships that accelerate the broad-based changes that are needed for true progress.
- It has seen its local success inspire efforts across the country.
- It is taking a seat at major private, public and philanthropic decision-making tables.

## Promoting Transformations

Since its earliest days, The Foundation has enabled an ongoing pipeline of individual organizations to grow from tiny grassroots beginnings to powerful achievement; has united a diverse network of individual supporters in the pursuit of a more just and equitable world; and has changed odds and opportunities for individual girls and women across all the low-income communities of our city.

- **Its commitment to early investment** has helped launch a steady stream of grassroots, women-led organizations



**Board, Alumnae,  
and President and  
CEO, Ana Oliveira**

...serving the city's most vulnerable communities. It has spurred the early success of grantee partners serving groups of girls and women that were completely off the radar screen of most other funders—from Nepalese domestic workers to homeless transgender youth to young women of color with HIV/AIDS.

- **Its commitment to provide organizations with holistic support** has helped ensure their long-term growth and sustainability. It has put them on the map with other funders; supported their leadership; strengthened their management; and expanded recognition for their issues, their communities, and their work.

- **Its unwavering respect for organizations’ on-the-ground expertise** has reinforced their determination, enabled them to develop sound strategies, and improved their own practices.
- **Its willingness to provide grants that are meaningful** in both size and duration has boosted their ability to create genuine and powerful change—promoting policies and practices that protect women from exploitation, creating economic models that support women’s progress, and improving environmental practices within entire neighborhoods.

At the same time, its determination to promote broad-based inclusivity and partnership has inspired and galvanized a powerful and generous network of diverse individual volunteers and supporters in the unified pursuit of women’s progress and leadership.



**Board Alumnae  
Audrey Hutchinson  
and Suki Ports, and  
supporter Leah  
Hunt-Hendrix**

And ultimately, its work has expanded opportunities, extended critical protections, and supported the leadership of hundreds of thousands of individual women, girls, and gender-fluid New Yorkers.

## Forging Coordinated Responses to Major Challenges

In the past ten years, The Foundation has also capitalized on the skills, reach, and credibility of its ever-expanding network of grantee partners to carry out a series of coordinated initiatives addressing entire citywide challenges. It has successfully:

- **Mounted major responses** to financial and environmental crises:
  - In 2009, as New York began to grapple with the multiple effects of the recession and as most funders took a step back to reassess their ability to continue to support communities, The Foundation immediately increased its grantmaking by 20 percent and created **RISE-NYC!** RISE-NYC! is a five-year initiative enabling a cadre of grantee partners to: (1) forge new efforts helping the women with the greatest inability to withstand economic blows to weather the additional stressors of the slowdown; and (2) continue providing basic overall services despite the withdrawal of other philanthropic support.



- In the fall of 2012, in the immediate wake of Hurricane Sandy, The Foundation created a ***Response and Recovery Fund*** that enabled grassroots partners to mount emergency and long-term recovery efforts within the communities least able to manage the initial and long-term impact of the storm.

- **Designed multiplayer projects** addressing deeply-entrenched challenges:

- In 2012, when few private and public funders were committed to combatting the city’s flourishing commercial sex trafficking industry, The Foundation launched a multi-partner ***Initiative Against the Sex Trafficking of Minors*** that has supported a range of new and promising approaches for helping the girls and gender-fluid youth involved (or at high risk for being involved) in that pernicious industry.

- In 2014, when the city’s critical population of young women of color remained a low priority for most funders and providers, The Foundation launched a seven-year multi-million funding initiative—***IGNITE!***—designed to lead the way towards greater attention and investment. The effort has launched and fortified a range of girl-centered and girl-led programs, promoted the leadership of girls of color, and worked steadily to propel this vital demographic onto more funding and policy-making agendas.

## Accelerating Local and National Change for Women and Families

And finally—in its most recent years—The Foundation has taken a quantum leap forward in terms of influencing the way that major private, philanthropic, and public stakeholders view and support the low-income women and families of our city and country. The Foundation offers bold leadership in exploring strategies, programs, and initiatives that work—bringing community, policy, and research experts together. In particular, it has been:

- **Intensifying its efforts to influence public dialogue** on issues of major relevance to women through:

- Standing-room-only forums on key subjects ranging from improving the way that the criminal justice system treats women to supporting women’s entrepreneurship.

- Publication of a range of major documents including an analysis of the overall economic status of women, an analysis of the scope and impact of the commercial sex trafficking of young New Yorkers, and a series of “Voices from the Field” reports illuminating the roles and challenges of women at four key stages of life.

- **Joining forces with a range of local and national funders, corporations, and policy makers to launch a set of powerful collaborative initiatives** supporting the economic security of women and promoting the



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

leadership and progress of young women from low-income communities of color, immigrant communities, and rural communities:

- In 2015, The Foundation partnered with 27 other women's funds to found **Prosperity Together**—a five-year \$100 million national initiative that is funding innovative women-centered economic security

strategies and raising broad awareness that the best way to improve this country's overall prosperity is to improve the economic options and earning power of women.

- In 2015, The Foundation CEO and President Ana Oliveira became a co-chair for the New York City Council's **Young Women's Initiative**—a major cross-sectoral effort that is parlaying recommendations shaped by young women of color towards improving the way that key city programs and policies support them and their peers.
- In 2014, The Foundation began significantly intensifying its own direct investment into programs for young women. And in 2016, it co-launched and took on the management for a multiyear, multi-foundational effort—the **NYC Fund for Young Women of Color**—that has brought additional millions of new philanthropic dollars into programs promoting the voices and success of New York's young women of color and gender-fluid youth.
- In the fall of 2016, as an extension of their partnership with the White House Council on Women and Girls, The Foundation joined seven other women's funds at the **United State of Women Summit** to lay the groundwork for a **National Young Women's Collaborative** that will support the development of **Young Women's Initiatives** tailored to each of those funder's regions.

- In 2016, President and CEO Ana Oliveira was named to **The Independent Commission on New York City Criminal Justice and Incarceration Reform**, which recommends the closing of Riker's Island and other criminal justice reforms.

## Vision for the Future

Within one brief generation, The New York Women's Foundation has successfully propelled itself from tiny philanthropic outlier to forceful player on philanthropic and public sector stages.

Its track record has been consistently impressive. It has launched and helped develop hundreds of new nonprofits, improved hundreds of thousands of individual lives, addressed a range of major crises and challenges, and begun putting the issues of women and families on key national and local agendas.

And its future course is clear. The New York Women's Foundation will keep working with the on-the-ground leaders and cultivating the broadest range of partners and supporters. It will keep building resources, expertise, partnerships, and alliances. It will keep promoting initiatives that enable women and families to achieve economic security, safety, reproductive health and choice, and a genuinely representative voice.

It will keep pushing to reach the tipping point at which all those individual victories are no longer "victories;" they



are the norm. The New York Women's Foundation will keep forging ahead all the while staying true to its radically generous roots.

**Chhaya  
Community  
Development  
Corporation**

## Six Ways to Be a Catalyst by The New York Women's Foundation

### 1 Bring Women Together

The New York Women's Foundation brings women supporters of all backgrounds and means together to make New York City work for all women and families. We stand together for all women.

### 2 Invest in Bold Solutions

The Foundation knows that problems and solutions live in the same place. That's why we look to grassroots women leaders from across the five boroughs for their expertise on how to solve problems and invest in their bold solutions.



Founders Joan Warburg, Alice Cardona, Helen LaKelly Hunt, and Gloria Milliken at the 20th Anniversary Celebrating Women Breakfast in 2007.

### 3 Respond to Extraordinary Stressors

During times of crisis, The Foundation makes additional investments when extraordinary stressors occur rapidly for women and families. Examples include Hurricane Sandy and the Great Recession initiatives.

### 4 Influence Change: Partnership with Local Government

The Foundation brings its expertise and relationships to bear as Co-Chair of the City Council's Young Women's Initiative, a first-of-its kind effort to center the voices of, and invest in the



Sakhi for South Asian Women

lives of, girls, young women, and gender-fluid youth of color. The Foundation is also part of the Commission to Examine the Closing of Rikers Island, ensuring that the women there are no longer invisible. This work is part of a Foundation initiative focused on women and the criminal justice system.

## 5 Galvanize Local Philanthropy

The Foundation draws upon its experience with bold grantmaking and building diverse, inclusive alliances to create local alliances with other foundations to accelerate change for girls and young women.



African Communities Together

## 6 Inspire and Leverage National Change

Harkening back to its roots in bringing women together, The Foundation plays a key role in bringing women's foundations together. The Foundation co-founded Prosperity Together, a first-of-its-kind partnership with 27 public U.S. women's foundations and the Women's Funding Network. Prosperity Together has committed \$100 million in funding over five years to break down barriers to economic security for women and families across the country. The Foundation's work on the Young Women's Initiative in New York City has inspired eight other women's foundations to launch initiatives in their states thus far.



Guests at the 2014 Celebrating Women Breakfast.

# HIGHLIGHTS: 1986-2017

1986

1990

## 1986



**Gloria W. Miliken recruits Helen LaKelly Hunt, Joan Melber Warburg, Alice Cardona, Betty Terrell-Cruz and others to found a philanthropic organization to be run by women for women.**

## 1987

The New York Women's Foundation registers as a **501(c)(3)** charitable organization.

## 1988



The Foundation awards grants totaling **\$50,000 to 4 grantee partners** at the **first Celebrating Women Breakfast (CWB)**.

## 1990

The Foundation's unique volunteer-based participatory grantmaking model, The Allocations Committee, known today as the **Grants Advisory Committee (GAC)**, is created.

1995

2000

## 1993

The Foundation inaugurates the annual **Neighborhood Dinner** to celebrate community leaders.



## 1997

Over **\$500,000** is distributed to **23 grantee partners**.

## 1999

**The Committee for the Future** is launched to introduce younger women to The Foundation.

## 2000

**The First Century Award**, awarded to **Elinor Guggenheimer** at the Celebrating Women Breakfast, honors a woman whose significant achievements have influenced the lives of—and provided a role model for—women and girls.

## 2001

**9/11 Disaster Relief Fund** raises and distributes nearly **\$700,000** to support nonprofits working with women.

## 2002

**Founder Gloria W. Milliken** is presented **The Century Award** at the CWB.

2005

## 2005

Nobel Laureate **Dr. Wangari Maathai** is given **The Century Award** at the CWB.



## 2006



Over 50 grantee partners are awarded \$1.65 million.

The Foundation launches the **Circle of Sisters for Social Change** to enable socially conscious women to harness their resources and networks to support social change philanthropy in NYC.

## 2007

**Dolores C. Huerta** is honored with **The Century Award** at the 20th annual CWB.

## 2008

The Foundation published *The Economic Status of Women In New York State* report.

## 2009

**RISE-NYC!** (Respond, Inspire, Solve, Engage) partnership launched in response to the recession, **increasing grant-making by 20 percent.**



2010

## 2011

The Foundation awarded **\$4 million to 77 grantee partner organizations.**

The Foundation released its first gender budget analysis report, ***A Harder Struggle, Fewer Opportunities.***

## 2012

The Initiative Against Sex Trafficking of Minors is launched with the release of ***Sex Trafficking of Minors in New York: Increasing Prevention and Collective Action*** report.



**Hillary Rodham Clinton**, Secretary of State, is honored with **The Century Award** at the CWB.

The Foundation awarded an unprecedented **\$5.25 million to 80 grantee partners.**

The **Hurricane Sandy Response and Recovery Fund** is launched. It will award **\$1 million** over 4 years to those most impacted by the storm.



## 2013

The Foundation publishes the *Economic Security and Well-Being Index for Women in NYC*.



**Leymah Gbowee, Nobel Peace Laureate**, receives **The Century Award** at the CWB.

## 2014

The Foundation releases *Blueprint for Investing in Women Age 60+*, the first report from **The Voices from The Field** series.

**Gloria Steinem**, feminist activist and writer, receives **The Century Award** at the CWB.



The **NYC Fund for Girls and Young Women of Color** partnered with the NoVo Foundation with the goal of increasing philanthropic resources available to organizations that advance the leadership of New York's girls and young women of color and addressing longstanding issues that inhibit opportunity and provoke inequity.

2015

## 2015

The Foundation distributed **\$6 million to more than 90 grantee partners.**

The Foundation increased impact through **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 5 years to break down barriers to economic security for women and families across the country.



The Foundation released its second Voices from The Field report, **Blueprint for Investing in Girls and Young Women** containing recommendations for supporting the security and contributions of low-income NYC women ages 9-24.

The Foundation partnered with NY City Council's to launch the **Young Women's Initiative**, the nation's first-ever effort solely dedicated to support girls, young women and trans youth of color, and inspired the growth of 7 other Young Women's Initiatives across the nation.

## 2016

The Foundation distributed **\$7.61 million**, a significant increase of \$1.6 million. The growth is a reflection of The Foundation's strategic creation, housing, and management of The NYC Fund for Girls and Young Women of Color.

The Foundation expanded its participatory grantmaking to include girls through the **Girls Ignite! Grantmaking** initiative with our grantee partner, **YWCA of the City of New York**.

The Foundation released its third Voices from The Field report, **Blueprint for Investing in Girls Age 0-8** containing recommendations on how to best support the main caregivers of little girls.

---

*“We’ve gone from talking among ourselves to having a seat at tables where others pay attention to what we are saying and want to join our efforts.”*

— **Anne Delaney**, former Board Chair

---



**Founder and Board Alumna, Ginny Day; Former Board Chair, Anne Delaney; Board Alumna and Honorary Chair, Abigail Disney; Rosita Romero, Executive Director, Dominican Women’s Center; and Madeline Lamour Holder, NYWF Director of Individual Giving and Board Alumna.**

## Introduction

Thirty years is typically defined as a “generation”—the span of time required for individuals or institutions to establish their identities and principles, build skills and capacities, make vital connections, and move into positions of power.

And, in fact, in the generation of time since its founding—and against extraordinarily tough odds—The New York Women’s Foundation has parlayed a set of groundbreaking aims and practices towards achieving significant local and

national impact and influence across the philanthropic, private and public sectors.

Launched in 1987 at a time when only 3 percent of all national philanthropic dollars supported programs specifically benefiting women and girls, the very idea of a fund entirely run by and dedicated to supporting women was pioneering enough. Women of wealth were expected to (in the words of one early donor) “just contribute to their fathers’ and husbands’ causes.”

But the diverse group of 40 prescient women who lay the groundwork for The Foundation envisioned something far bigger than that.

They dismissed the notion of simply creating a philanthropic channel for women of means and instead committed themselves to the much tougher mission of uniting women of all backgrounds to fight the underlying gender, race, and class barriers that keep so many New York City women impoverished, unsafe, unhealthy, and disempowered.

Then they adopted a set of strategies that stretched or broke almost every established philanthropic rule.

They decided that The Foundation would work in partnership with organizations that were typically not even on other foundations' radar screens because of the newness of the communities they supported, their size, or their radical goals and approaches. The Foundation would be unfailingly respectful of those organizations' ideas and strategies. It would offer them a holistic range of supports. It would be meaningful in the size and duration of grants provided. It would be broadly inclusive in the development of its own supporters and leaders. It would relentlessly ask staff, partners, board members, and supporters to keep learning, to keep stretching their perspectives—and to keep doing more.

Three short decades later, it is clear that those leaders' combined prescience, boldness, and grit was just what



was needed to put The Foundation on the map and enable it to achieve major success.

Over the years, The Foundation has effectively supported a robust, ongoing pipeline of nonprofits serving a range of emerging communities. It has helped those organizations to achieve major victories and promote the passage of major policy changes; create new economic models; and support the security, safety, health, and voice of hundreds

**Grantee Partners  
partaking in the first  
NYWF Management  
Leadership Institute  
(MLI) in 2000.**



Board Alumna, Myra Leigh Tobin, President and CEO Ana Oliveira, and Board Alumnae Sondra Murphy and Sarah Kovner

of thousands of individual girls and women. It has brought together groups of those grantee partners within major community-wide efforts. It has built major partnerships supporting women's progress on a local and national level. It has brought critical new female and gender-fluid voices and perspectives to key public, private, and philanthropic decision-making tables.

The Foundation has always seen itself as more than just a grantmaker. It has seen each of its grants as part of a movement towards a more just and equitable society. It



National Latina Institute for Reproductive Health

has seen itself as a sparkplug for structural change. And it has spent the past 30 years inexorably moving towards that position.

The report that follows draws on the observations of The Foundation's many partners and supporters. It celebrates The Foundation's three decades of pioneering practice—and honors the fierce determination of all the individuals and partners that have helped it keep reaching for ever higher goals.

---

*“The New York Women’s Foundation takes a holistic view of the partner organizations with which it works. It gets to know them and their approaches and provides them with comprehensive assistance over time. It realizes that they are doing incredibly hard work with minimal resources and so it offers them the kinds of support that other philanthropic sources might be reluctant to provide.”*

— **Cathy Isaacson**, Board Member

---

## Sparking Transformations

From its earliest days, The New York Women’s Foundation has had a unique gift for sparking transformations. Its work has strengthened a host of individual organizations, broadened the horizons and galvanized the generosity of thousands of individual supporters, and promoted the progress of hundreds of thousands of women, girls, and gender-fluid New Yorkers.

Organization by organization, constituent by constituent, supporter by supporter, it has been building the ground force required to secure equity and justice for all the women and families of our city.

Hetrick-Martin Institute



## TRANSFORMATION OF ORGANIZATIONS: FROM LAUNCH TO SUSTAINABILITY TO IMPACT

The Foundation's combination of early investment, holistic assistance, respect for grass-roots expertise, and commitment to meaningful grants has helped launch, sustain, and ensure the ultimate success of grantee partner organizations working for an ongoing stream of important causes and communities.

### The Power of Early Investment

A solid majority of The Foundation's grantee partners report that The Foundation was their first philanthropic supporter and that its support essentially launched them on their trailblazing course. The list of those partners

Queer Detainee  
Empowerment  
Project



includes pioneers in the fields of economic security, immigration rights, reproductive health and justice, girls' leadership, LGBTQ rights, and women's safety.

It includes:

- **Sanctuary for Families**—one of the city's very first providers of services for survivors of domestic violence.
- **Adhikaar**—the provider who first put the issue of the exploitation of immigrant Nepalese women in the nail salon and domestic service industries on the map.
- **Love Heals, the Haitian Women's Program, and the Young Women of Color HIV/AIDS Coalition**—the first groups to create public awareness of the epidemic spread of HIV/AIDS infection among young women of color.
- **PowHerNY**—an organization that has led a trailblazing advocacy path towards securing economic equality for all women.
- **GRIOT (Gay Reunion in our Time)**—the city's only organization specifically serving LGBT elders of color.

Across the board, those organizations praise The Foundation's willingness to "take a chance" on their groundbreaking missions. They state that without that support they might never have survived their challenging early years or become forceful champions for their causes and communities.



## THEY THANKED ME FOR ENLIGHTENING THEM

*“The US invasion of Southeast Asia caused incredible damage to our country,” explains Chhaya Chhoum, founder and Executive Director of **Mekong**—a grantee partner that works with the large Cambodian refugee population living in the University Heights section of the Bronx. “My own family was forced to live in the jungle and then in refugee camps for years. And when we were finally resettled in America, we were housed in the poorest congressional district in the country and given no help whatsoever towards learning the language or gaining the job skills that we needed to survive. But out of all that trauma came one shining outcome: the founding of*

***Mekong**, an organization through which our community is beginning to heal and move forward.”*

Chhoum began her professional life as an organizer, not a nonprofit manager. She initially had little idea of how to navigate the City’s philanthropic world.

*“I came to the New York Women’s Foundation with a mighty vision,” she recounts. “But with almost no staff or track record to speak of. And what did I know about applying for grants? I did what seemed most logical – calculated what **Mekong** needed down to the last penny and came up with a request for \$42,000 and change. And do you know what*



*The Foundation said? It said: ‘We’ll give you \$60,000. You’ll need it.’”*

**Mekong NYC**

## THEY THANKED ME FOR ENLIGHTENING THEM



Besides giving Chhoum that initial grant, The Foundation introduced her and her staff to other grantee partners so they could exchange strategies and learn from one another's experiences. Chhoum describes those meetings as being "life-changing."

*"Before we started meeting with those grantee partners, we had tended to keep apart from other communities of color,"* comments Chhoum. *"Which was incredibly short-sighted of us, given that we Cambodians are 'people of color' ourselves. We were unaware that other groups of New Yorkers faced challenges similar to our own and that we needed to join forces*

*with them if we wanted to make progress. But we learned."*

Subsequent grants from The Foundation allowed **Mekong** to greatly expand its core community-building activities. It has been able to launch a youth program, create a domestic violence prevention group and collaborate with other advocacy organizations to fight deportation policies. It is currently working with Bronx Lebanon Hospital to open a community-based mental health clinic specifically focused on the needs of Cambodian refugees.

Chhoum credits the New York Women's Foundation for all that

**Mekong** has achieved. And she also credits it for maintaining its open mind and generous heart throughout **Mekong's** journey.

*"The Foundation Board invited me to talk to them about what our community has been through and what The Foundation's grants have meant to us,"* Chhoum remarks. *"I was honest about the many traumas that our community has experienced – and about the root causes of those traumas. And did those Board members blink when I described all that? No. They thanked me for enlightening them." ■*



## GO FOR IT!

*“When I became pregnant at the age of 17, I went to my school guidance counselor to ask what I should do,”* recalls **Samora Coles, founder and Executive Director of *The Alex House Project***—a program for teen mothers in the Red Hook section of Brooklyn. *“And she told me: ‘You’d better drop out. You can’t be both a student and a Mom.’ And so that’s what I did.”*

A few years later, when Coles was working at a local nonprofit, her boss offered her the space and the encouragement to “create something new” for her community. What she chose to launch was a program offering teen mothers the supports that she herself had not received: i.e., positive parenting training and modeling, strong encouragement to stay in school – and a welcoming community.

She named the program “The Alex House Project” after her son. She ran

it in the evening hours after her own workday was over. She bought supplies with her own money. She persuaded a City-run day care program to provide slots for the children of the participating mothers so those mothers could keep attending school. She arranged for community residents to bring in home-cooked meals. She found an evidence-based parenting curriculum and tailored it to her participants’ needs. And once the first group of participants had graduated from the program, she began recruiting them back in again as mentors for subsequent groups.

*“Unlike most parenting programs for teen mothers—which tend to be judgmental, punitive and dismissive—I was totally upbeat and maintained very high standards,”* Coles remarks. *“I told participants that they had to stay in high school if they wanted to stay in the program and had to commit to continuing their educations or looking*

*for work once they finished twelfth grade. And guess what? **Alex House Project** participants stay in school. They improve their parenting skills. They get jobs. And they work with me to create the warm, positive, mutually-supportive community that all young mothers need.”*

*Inspired by all those initial achievements, Cole applied to The Foundation’s new **NYC Fund for Young Women of Color** for the funding to finally quit her day job and devote herself to expanding and improving **The Alex House Project**.*

*“The Foundation was really generous with me,”* Coles explains. *“But even more importantly, it believed in me and wanted me to succeed. Its whole attitude was: ‘You know what your community needs. Go for it!’ Thanks to its support, I have been able to hire staff, launch a children’s program even start a fathers’ program! The Foundation told me to aim high, and so that’s just what I’m doing.”* ■

## The Power of Holistic Support

When The Foundation opted to channel most of its funding towards assisting new groups and leaders, it committed itself to providing considerably more than just “start-up” grants. It essentially committed itself to addressing the complex needs of organizations that (in the words of one Board member) “achieve miracles with a roll of scotch tape and some paper clips.”

Over the years, The Foundation has offered those partner organizations a comprehensive and diverse range of supports:

First of all, it has offered them the invaluable—and exceedingly rare—gift of knowing that they can speak candidly with The Foundation’s program staff when their projects hit snags. Rather than offering harsh judgments or reduced support, their program officers will work with them to get beyond the snags and continue moving forward.

“When you are running a very small organization, all sorts of things can go wrong,” explains one grantee partner. “But when they do, I know I have the incredible option of calling up my program officer and asking for help. All I have to hear her say is, ‘Let’s see how we can fix that!’ and I feel immediately calmer. And then she invariably offers me good advice on how to proceed. How many other funders will do that for you?”

The Foundation also regularly helps partner organization achieve greater visibility, more resources, and opportunities for growth by: (1) placing them front and center at events and featuring them in Foundation communications; (2) helping them make connections to other funders; and (3) regularly

bringing them together with peers to brainstorm about common issues.

The Foundation offers its partners a robust menu of formal technical assistance services, including:

- Opportunities to take part in peer learning sessions, funding workshops, leadership trainings, board development assistance, and one-on-one consultations conducted by partnering consulting firms.
- Opportunities to apply for capacity-building grants to purchase tailored trainings and consultations providers of their own choice.

The ultimate result of all this capacity-building assistance has been an impressive track record of grantee partner sustainability. The vast majority of the 350 organizations that The Foundation has ever supported have weathered their many challenges to remain in operation years after their launch—a truly rare achievement for small nonprofits operating on New York City’s tough terrain.

“Foundation support helped my organization get through a major crisis last year,” asserts Cathy Dang, Executive Director of CAAAV, a grantee partner that works with Asian immigrant and refugee groups. “The understanding and empathy that I received from my program officer was incredibly important to me. And the outside coaching and facilitation that I was able to obtain for my staff was incredibly important for them and for us to strengthen and further continue our movement building.”

## I GOT WHAT I NEEDED

The New York City Anti-Violence Project (AVP) is the only organization in the city with the specific mission to end violence affecting lesbian, gay, bisexual, transgender, queer (LGBTQ) and HIV-affected individuals. It provides free and confidential counseling and legal services to survivors of all forms of violence. It educates other service organizations to better understand and address the societal biases and injustices that contribute to the violence that LGBTQ people experience. And it supports its constituents' community organizing efforts and leadership development.

For several years, The New York Women's Foundation has funded AVP's efforts to work with the young LGBTQ women of color who are both the individuals most likely to experience violence and the ones least likely to hold leadership positions in established LGBTQ organizations.

The funding has enabled AVP to create a solid cadre of transgender and cisgender leaders of color – and to train its own staff and board members about the importance of centering and elevating the voices, experiences and leadership of those most impacted by violence.

And in 2016, the Foundation added one further critical component to those core capacity-building supports. It offered AVP's new Director, Beverly Tillery – herself a woman of color – the chance to take part in one of its leadership development retreats.

*"The retreat, along with other leadership development and networking opportunities, provided me with critical tools and support that I needed in my first year as AVP's first black woman executive," Tillery recounts. "The Foundation has connected me to a network of other women of color leaders*



*who—I am confident—will continue for many years to come. The retreat gave me the space to think strategically about the challenges I face as a new executive director and helped me identify ways to balance my personal needs while juggling the challenging demands of the job. The connections between leadership development and systemic change are inseparable. You can't change deeply imbedded societal views and structures without supporting the individual leaders best-positioned to bring about those changes. And The New York Women's Foundation really gets that." ■*

**The New York  
City Anti-Violence  
Project**



Founders Betty Terrell-Cruz and Helen LaKelly Hunt with President and CEO Ana Oliveira (center)

## The Power of Respect

In thinking about The Foundation's earliest days, founder Betty Terrell-Cruz recalls:

"The founders of The New York Women's Foundation were mostly women of wealth who had not had much prior contact with the city's low-income communities, but they were willing to listen and to learn. They went to prisons and housing projects and asked people to educate them about the issues and what needed to be done. The decision to follow the lead of—to truly partner with—women 'on the ground' is what has enabled The Foundation to be successful. And what has helped it to keep moving forward."

The Foundation's willingness to respect grantee partner expertise has produced huge benefits in terms of: (1)

offering those partners the sense of validation that is all too often absent elsewhere; (2) ensuring that they feel free to create the best possible strategies and to reflect on and modify those strategies, as they continue learning; and (3) shaping those partners' own internal practices of open-mindedness and respect.

### Validating Expertise

The first thing that grantee partners mention when they talk about what they have received from The Foundation is almost invariably "respect."

"It is a wonderful thing to be treated as a genuine partner of The Foundation, to be respected in that way," asserts Robina Niaz, founder and Executive Director of Turning Point for Women and Families, the first non-profit in New York City to directly address domestic violence in New York City's



Turning Point for Women and Families

Muslim community, working with both immigrant and U.S. born women from all ethnic backgrounds. “Muslim women endure disrespect on so many fronts: for their gender, for their religion, for their color – for their immigration status. But The New York Women’s Foundation has consistently treated me, my organization and my constituents with the utmost respect. When I first connected with The Foundation, they didn’t say: ‘You are so small and under-resourced—how can you possibly succeed?’ They said: ‘You have to succeed—your mission is vital. So tell us: how can we help you?’”

“The New York Women’s Foundation doesn’t think of the organizations that it funds as agents of The Foundation’s vision,” states a grantee partner. “It counts on us to be true to what we are seeing. A lot of foundations call their grantees ‘partner.’ The New York Women’s Foundation really means it.”

## Promoting Wise Approaches and Continual Learning

Grantee partners also consistently state that The Foundation’s practice of respect is what allows them to mount the most consistently effective approaches, and—even more importantly—to keep learning from and improving those approaches.

“Footsteps helps people who want to leave the Orthodox community,” explains Lani Santo, Executive Director of that organization. “Historically, it has mostly served men, so our first Foundation grant was geared towards helping us reach more women. Once we’d achieved that goal, however, we saw that

what those women most needed was the chance to be part of a well-rounded new community. And so we decided to ask The Foundation for support towards building that diverse community. I was afraid they might say: ‘We’re a women’s organization – we only fund women’s services!’ But, instead they said: ‘Go ahead! You know best what your constituents need.’”



Footsteps

The practice of listening to, and learning from, what grantee partners say has also enabled The Foundation to make its own important course corrections. When The Foundation first launched its pioneering **Initiative Against the Sex Trafficking of Minors**, for example, it followed the widespread existing wisdom that the best way to approach this pernicious issue is to help young people who are already involved in trafficking.

As its grantee partners began working in the field, however, they began realizing that it was just as important (and potentially more impactful) to approach the issue of trafficking from the preventive angle i.e., to try to reach and support girls and gender-fluid youth at highest risk for trafficking before they actually become involved.

The Foundation took in that feedback and modified its approach to include funding for a set of preventive measures. The result has been the creation of several innovative and highly promising new strategies for addressing this notoriously difficult to tackle social crime. The Foundation deepened its focus on prevention and supported a cohort of organizations that work individually and collectively to: 1) develop and implement prevention and early intervention strategies focused on the challenges faced by girls and gender non-conforming youth under 18 years of age who are at-risk and/or trafficked for sex; 2) build shared ground for collective action to prevent minors from being trafficked for sex; and 3) identify best practices in preventing sex trafficking of minors at the individual, community, and systemic level.

### Influencing Grantee Partners' Own Practices

Finally, grantee partners note that The Foundation's core practice of respect has supported and influenced their own operations.

"The New York Women's Foundation's commitment to treat its grantees as full partners offers a splendid model for how those partners should treat their own constituents," asserts Dr. Danielle Moss Lee, the CEO of the YWCA of New York City.

"The YWCA used to bill itself as a place that 'molds and shapes' young women. We now are the place that girls and women see as 'their own.' Just as The Foundation acknowledges that its grantee partners know best what they need and what their community needs, we acknowledge that the young women who come to us know best what they need and what their peers and their families need. So we, too, continually ask those young women what they think. And then we act on what they say."

## The Power of Consistent, Reliable, Meaningful Investment

"The New York Women's Foundation encourages partners to record the impact of their work," remarks Board member Hyatt Bass. "But we're also careful not to make onerous demands like requiring them to clock the number of hours that participants attend their programs or come up with quantitative estimates of the dollar returns of every dollar we've invested. We want the grants to be spent on the work that drew us to them in the first place. If we create a lot of new work for the purpose of measuring impact, it's counterproductive. We believe in true partnership, and we give our grantee partners the room to be the experts they are and make the deepest impact they can."

The practice of persistence is rare in the philanthropic world. Foundations generally want to see quantifiable results within narrowly-fixed time frames. But The New York Women's Foundation has always understood that the goals that its grantee partners tend to seek—the major structural changes that they want to realize—require more than just short-term support.





## THE PLACE WHERE I CAN SPEAK AND OTHERS WILL LISTEN

**New Immigrant Community Empowerment (NICE)** is a Queens-based membership organization that supports the rights of immigrant workers (largely Latin American) who are hired on a day-by-day basis to fill construction and domestic service jobs across the metropolitan area. Over the past fifteen years, NICE has won a string of important victories. It has enabled its members to successfully fight against a range of employment injustices including wage theft, dangerous working conditions and lack of compensation for work-related injuries.

With Foundation support, in 2016 NICE launched an initiative and hired an organizer to address specific issues that impact female members. A women's committee was formed

who -- along with staff -- defined the following organizational priorities to be included: (1) fighting the widespread employment agency practice of charging fees for bogus job opportunities; and (2) increasing the number of jobs women are placed in, so they could be considered for construction jobs.

*"The organizer helped the women figure out a brilliant strategy for tackling the illegal fee issue,"* recounts **Christine Fox, NICE's Workforce Development Manager**. *"They posed as job seekers and documented what those employment agencies were doing. And – as a result of those investigations – NICE was able to win its first major policy victory: passage of the watershed New York State 'Justice for Jobseekers' bill."*

Women now comprise 50% of NICE's leadership assembly and help set the agenda for all its efforts. And – just as importantly – they are beginning to go out as apprentices with the male workers on construction jobs. They are gaining an initial equal footing in an industry that pays far better than domestic service.

*"And, as it turns out,"* Fox remarks, *"the women are brilliant at construction work, too."*

*"The best thing about NICE,"* observes one of its female members, *"is that it is a place where we are all respected. The place where we can all speak up – and know that others will listen. The place where we all have the same chance to get ahead."* ■

The Foundation has always tried to provide those grantee partners with the reliable support that will allow them to achieve their ambitious outcomes.

“When I was heading Equality Now, The New York Women’s Foundation gave us a grant to help the New York State Anti-Trafficking Coalition advocate for our first state trafficking law,” remarks Taina Bien-Aimé – now the Executive Director of the Coalition Against Trafficking in Women and a Board member of The Foundation. “When the law didn’t pass, we were concerned that the Foundation wouldn’t renew our grant. To our great surprise, instead of saying: ‘Sorry, you failed!’ They said: ‘Don’t worry! Keep trying!’ And it gave us a second grant. The following year, thanks to our advocacy and the NYWF’s support, the 2007 New York State Human Trafficking Act passed and remains the strongest state anti-trafficking law in the country. The Foundation stuck with us when we needed it most and together, we succeeded.”

### Policy and Legal Victories

The Foundation’s refusal to be “petty,” combined with its resolve to be patient and meaningful in its funding efforts, has created a track record of impressive results. Over the years, grantee partners have achieved a host of policy and legal victories, launched powerful new women-centered economic strategies, and pushed through improvements in the practices of key industries in which low-income women are employed.

Recent successful local and national advocacy battles led by Foundation grantee partners include:

- Passage of a 2015 New York State law that protects nail salon workers against wage theft and state regulations mandating strict ventilation standards in all nail salons.
- Passage of a 2015 City Council ban against employers prejudging potential employees based on their credit history.
- Victory in a 2015 \$59 million class action suit on behalf of tens of thousands of New Yorkers whose wages were garnished or bank accounts frozen in a surreptitious debt collection scheme.
- The June 2016 Supreme Court decision that strikes down a Texas statute regulating abortion in ways that would deny the fundamental right of reproductive health, dignity, and justice.



PowHer NY

## AN INCREDIBLE ALLY

*“Over the past several years, New York has taken major steps towards ensuring greater economic justice for working families,” asserts **Dina Bakst**, the **Co-Founder and Co-President of A Better Balance**, a legal and advocacy organization dedicated to advancing that cause. “It has passed landmark legislation that address some of the worst challenges of New Yorkers who are torn between meeting the needs of their families and the demands of their employers.”*

The watershed Acts are:

- The Earned Sick Leave Act that went into effect in 2014, enabling millions of workers in New York City to address family members’ illnesses or injuries more easily.
- The Women’s Equality Act, passed in 2015, establishing sweeping reforms to help achieve equal pay, combat pregnancy and family status discrimination, and

strengthen protections for domestic violence in New York State.

- The Paid Family Leave Act – passed in November of 2016 and due to go into full effect on January 1, 2018 – guaranteeing twelve weeks of pay and strong job protection to workers in New York State welcoming a new child or taking care of a seriously ill family member.

*“The battle for each of these Acts was incredibly long and hard,” Bakst explains. “And in each case, the support of The New York Women’s Foundation’s was absolutely crucial. The Foundation was willing to both provide us with meaningful grants and to fund us over time. And we didn’t have to keep begging for that funding or jumping through hoops or any of those other things that nonprofits are so often forced to do. The Foundation knew that what we were doing was big. That it was absolutely vital to the wellbeing of working women. And so they provided their support willingly and generously.”*

Bakst avers that the fight has only just begun.

*“We still have a way to go to truly support working families’ needs,” she observes. “We still have to find a way to ensure equal pay and quality, affordable child care. And we still have to push for greater predictability and greater flexibility in work schedules, so parents can better arrange appropriate child care and better handle family emergencies.”*

Bakst has no illusions about how difficult those upcoming battles will be. She nonetheless has complete confidence that A Better Balance and its fellow advocacy organizations will prevail.

*“With an incredible ally like The New York Women’s Foundation behind us,” she asserts, “we will keep pushing ahead until we win.” ■*

“What I love about the New York Women’s Foundation,” concludes Vivian Nixon, Executive Director of The Foundation’s longtime grantee partner, the College and Community Fellowship, “is that it doesn’t run away from a fight. It took us ten years of advocacy and op-eds and action at the Governors’ Office to get SUNY to finally capitulate on its policy of requiring college applicants to disclose whether they had ever been incarcerated. The Foundation stood by us all the way—first through its grants, then through extensive technical assistance, then through just being there for us. And in large part, thanks to all that, we won!”

### **New Terms of Employment for Women Workers**

Meaningful funding from The Foundation has also enabled grantee partners to improve women’s chances for economic advancement through the development of innovative new business models and through efforts reforming the unjust employment practices of major industries.

Its grants have sparked and supported:

- The Sunset Park-based Center for Family Life’s efforts to support powerful women worker cooperatives run by the Latina immigrant women of that neighborhood.
- The Domestic Workers’ Alliance’s successes in combatting the exploitation of the nation’s housekeepers, nannies, and home health aides.

- Restaurant Opportunities Centers United’s transformative impact on the terms of employment for workers in the nation’s vast restaurant industry.

## **Local Solutions, Exponential Growth**

The Foundation is a proud and longstanding proponent of investing in local solutions because it knows that problems and solutions are found in the same place. Very often these solutions are scaled up and out citywide and across the country, and have a ripple effect in communities across all five boroughs. Examples of this are The Foundation’s early support of the Center for Family Life’s pioneering worker cooperative efforts, which have proven to provide a major boost to women’s economic security, and their early investment in ROC New York, whose advocacy efforts have had tremendous impact nationwide.

### **Center for Family Life in Sunset Park**

“Our goals go way beyond just trying to get a few more immigrant women into jobs,” explains Julia Jean-François, Co-Executive Director of the Sunset Park-based Center for Family Life (CFL). “We want nothing less than to improve their overall employment options and long-term economic security.”

For the past ten years, CFL has been mobilizing members of Sunset Park’s largely Latina immigrant community to create cooperative businesses in employment areas in which immigrant women are typically exploited: e.g., housekeeping, child care and elder care.

CFL helps coop members set fair rates for their services and fair limits on the services they are willing to provide; offers training around basic business practices; convenes them to discuss policies that have an impact on their progress; arranges tailored consultations on particular challenges; and helps them to market their services.

Thus far, its efforts have enabled some 246 neighborhood residents to launch and develop ten major cooperatives -- including Si Se Puede! (a housekeeping cooperative); Beyond Care (a babysitting and child care cooperative); Golden Steps (an elder care cooperative); Trusty Amigos, a dog-walking and pet-sitting cooperative, Sunset Scholars (a tutoring cooperative), and Brightly (a home and commercial cleaning cooperative, the first in their replication model strategy to be able to reach more communities).

Since 2012, CFL has also been providing training and technical assistance to 27 different organizations in NYC, through their NYC Worker Cooperative Development Initiative. Through this work, ten new worker cooperatives have emerged in other immigrant communities across the five boroughs.

In 2014, CFL's efforts won major recognition – and considerable funding – from the NYC City Council. Upon making that award, Council Member Helen Rosenthal observed that: “when you look at worker cooperatives you are seeing the future economy of New York City.”



“Like the New York Women’s Foundation, we see our work not as providing services but as supporting genuine structural change,” remarks Jean-François. “As helping women move from being at the beck and call of employers towards finally ‘calling their own shots.’ As one new coop member told me: ‘I’m going to go from being the most exploited of workers to being a business owner with a future.’”

**Center for Family  
Life in Sunset Park**



Restaurant  
Opportunities  
Center-NY

### Restaurant Opportunities Center–New York

“Our movement was launched out of the ashes of 9-11,” explains Catherine Barnett, the Executive Director of ROC-NY – the New York-based affiliate of the national restaurant worker organization, ROC-United. “It was conceived to help the surviving workers of the Windows on the World restaurant to grieve, heal and figure out what to do next.”

Within a very short time, ROC-NY decided that “what it should do next” was to take on an agenda extending

far beyond addressing the immediate aftermath of that tragedy. That it should aim for nothing less than the radical reformation of the way that the restaurant industry pays, protects and promotes the careers of the largely immigrant female workforce on which it depends.

And as soon as it had adopted that ambitious goal, ROC-NY turned to the funder with the strongest reputation for supporting both broad systems change and immigrant working women. It applied for a grant from The New York Women’s Foundation.

Barnett asserts that The Foundation’s generous funding at a pivotal initial moment enabled ROC-NY to truly “take off.” In the fifteen years since its launch, it has evolved into ROC-United – a powerful and influential labor organization within one of the United States’ most powerful industries. It operates in 15 states and has a membership of 24,000 low-wage restaurant workers, hundreds of progressive restaurant owners and thousands of restaurant goers. It has won millions of dollars in back pay for workers and put in place a host of significant policy and practice changes in high-profile restaurant companies across the country.

“ROC-United has expanded exponentially, and it is still worker-led, women-led, people of color-led and immigrant-led,” asserts Barnett. “It has gained significant influence and remained true to its original ideals. Just like The New York Women Foundation.”

---

*“Once you are touched by The New York Women’s Foundation, you are never the same. The Foundation makes you embrace causes you never knew existed and approaches you never would have considered. It makes you write checks you didn’t think you’d write. It changes your mind about who should be a leader and what a leader should look like. It makes you fall in love.”*

— **Tracey Schusterman**, Board Treasurer

---

## TRANSFORMATION OF SUPPORTERS

Beyond sparking the ongoing transformation of individual grantee partner organizations, The New York Women’s Foundation’s core practices have also consistently catalyzed the personal development of thousands of individual supporters.

The Foundation’s deep commitment to inclusivity and partnership shapes the way it both gives away and raises its funds. Beyond leading to solid grantmaking and robust resources development, that pioneering commitment has proven to be a uniquely powerful strategy for transforming individual perspectives and honing individual skills.

Its central grants assessment strategy involves putting diverse groups of volunteers together within Grants Advisory Committees (GACs) to read proposals, make site visits, and come to agreement on grants decisions.

It is an approach that has, in fact, produced consistently sound grants decisions—as evidenced by the achievements and sustainability of The Foundation’s extensive roster of grantee partners. It has also, however, had the equally important secondary effect of helping those volunteers build their own confidence, capacities, and vision.



**Inaugural Participatory Review Committee (PRC) volunteers, 2016.**



Guests at the 2013 Celebrating Women Breakfast.

“When I decided to be the point person for the group’s first site visit, I was both excited and a little scared,” recounts Shabieko Ivy, one of a group of young women recruited to carry out grants assessments for The Foundation’s new **NYC Fund for Girls and Young Women of Color**. “But my team leader assured me that I could do it. And that I should do it. As time progressed, I was assured that I had authentic ideas regarding what other young women need – and what works best for them. And that I would be serving as a powerful role model for other young women decision-makers. So I learned to trust my own abilities. And I learned to step up – so others can step up after me.”



Alicia Garza, Patrisse Cullors, and Opal Tometi, co-founders, Black Lives Matter, and 2015 Celebrating Women Award recipients.

In a similar way, The Foundation’s central fundraising event, the Celebrating Women Breakfast, has the powerful dual effect of galvanizing major financial resources and changing the perspectives of the thousands of women who take part in that event as both donors and grantee partners.

The event puts the year’s grantee partners on the stage in front of thousands of donors who have come to support The Foundation’s work. It makes them the central visual and substantive focus of the event while they tell their own stories and share their achievements with those donors. They make those donors feel part of their success.





Grantee Partners on the dais at the 2016 Celebrating Women Breakfast.

The event is all about inclusivity, and the effect is never less than transformational.

“At first I wasn’t sure I wanted to be on the dais at the Celebrating Women Breakfast,” remarks one grantee partner. “It seemed so unnecessary. And then, when I took that seat and found myself in the company of all those other powerful community leaders, I was both absolutely humbled and absolutely thrilled. When I saw that huge crowd of women in the audience—supporting us, being moved by our stories, recognizing how passionately we care and how hard we are working—it was one of the most uplifting experiences of my life.”



Secretary Hillary Clinton, 2012 Century Award Recipient, and Former Board Chair, Diana Taylor at the 2012 Celebrating Women Breakfast.

### A Seat at the Table

“I’ve been associated with The Foundation for many, many years,” recounts a long-time supporter. “And I’ve gone to many, many Breakfasts. But they never fail to move me and to teach me something new. Before this year’s Breakfast, I’d never spoken a word to someone who is transgender. I’d never really given the whole issue of gender-fluidity much thought. But when that transgender leader stood up on the stage and told us her story, I was absolutely transfixed. I realized that I’d been stuck in the past on this issue and it was time to forward. That she was part of my world and I was part of hers. She brought me right into the present and got me right up to speed.”



## IT TOOK ME OUT OF MY BUBBLE

When one of **Stacy Kim**'s friends invited her to the New York Women's Foundation's *Celebrating Women's Breakfast* her first response was that she *"already invited to far too many fundraisers."*

But her friend was persistent and she went. *"And,"* she remarks, *"I was blown away."*

*"Sitting in the company of such a diverse group of women I felt completely at home,"* Kim recounts. *"It was heartbreaking to hear about so many difficult issues but inspiring to witness so many profound achievements. The experience took me right out of my bubble—the bubble I didn't know I was in. I thought I knew my city. It turns out that I didn't."*

Following the Breakfast, Kim applied

to and was accepted onto the **Grant Advisory Committee (GAC)** where she continues to serve.

*"Enlisting volunteers to carry out grants reviews is an incredibly powerful way to support engagement,"* she asserts. *"You get to go places you've never been, learn about systems you've never studied, meet resilient grantees, and hold really deep and respectful discussions with a group of women who are just as inspired and committed as you are and who have wonderful ideas to contribute."*

Kim explains that the GAC process promotes change on several levels. It widens the perspectives of the GAC participants. It helps the organizations under review see new possibilities based on the questions they get from the GAC volunteers. Various perspectives

and contributions ensure that the Foundation itself continues to grow. And – ultimately – it pushes forward an agenda of broad-based societal change.

*"Once I began seeing issues through The Foundation's lens, it made it impossible to see the world in the ways that I always had,"* she concludes. *"I now look at all the institutions that I am involved in and the first thing that I ask is: 'Are there enough women in decision-making positions? Are there enough people of color and immigrants? Are there enough LGBTQ individuals? Is this institution supporting and taking advantage of all the wisdom, energies and ideas that our wonderful city offers?' If I'm asking all those questions, other supporters must be doing so as well. It's inevitable. And – inevitably – those changes in attitude will keep spreading outwards till they add up to real societal progress." ■*

## TRANSFORMATION OF THE LIVES OF CONSTITUENTS

Ultimately, of course, the most uplifting and important transformations sparked by The Foundation efforts are those of the hundreds of thousands of girls, women, and transgender individuals with whom—and on whose behalf—its grantee partner organizations work each year.

It is next to impossible to calculate the full weight of all those transformations. When a policy decision allows a working woman to be with her newborn or newly-adopted child during that child's first three precious months, whose gain should be measured— hers or her child's? And how is it possible to put a numerical amount on that gain? When a woman moves from a low-wage job to a position of ownership in a worker cooperative, how can all the short and long-term ripple effects of that gain possibly be calculated? If a young girl or a transgender youth—or a grandmother—is helped to escape from abuse, what value should be assigned to that escape?

It is, however, possible to talk about the “big picture” gains created by all those multiple transformations. It is possible to state that the combined work of The Foundation and its many partners provides protections and opportunities to constituents who might never otherwise have had access to those basic components of well-being. And that the impact of changing the terms on which those individuals gain that access ultimately goes far beyond any single transformation.



With every young woman of color who is given the tools to realize her innate leadership potential, every immigrant day worker who is paid a fair wage, every young mother who is enabled to stay in school as she raises her child and every new donor who sees herself as part of something transformative, we come one step closer to reducing the intersecting biases and barriers that cripple our society.

**Start Small.  
Think Big.**

The Foundation's inseparably linked efforts to both galvanize individual transformations and support major systems change move us steadily and inexorably towards achieving genuine social progress.



## LOOKING ACROSS WOMEN'S LIFE SPANS

*"When you talk about low-income older women of color, you are talking about women who face bias and neglect on all sides,"* observes **Bobbie Sackman, Director of Policy for LiveOn NY**, an advocacy organization for older New Yorkers and the organizations that serve them. *"They are ignored or dismissed because of their gender, their race, their economic situations, their backgrounds and their age. They spend their whole lives contributing to the wellbeing of others and then they and their challenges become basically invisible to the rest of society."*

Sackman explains that a sizable group of New York's older women—at least 135,000, predominantly women, by recent estimates—face the truly unthinkable challenge of physical or emotional battering or financial exploitation by the people whom they should most be able to trust: the adult children and grandchildren upon whom they depend – or who depend upon them. And that their abuse is made even more difficult by their invisibility, isolation and shame.

*"The issue of elder abuse is huge, serious and complicated,"* Sackman asserts. *"And – what is worst – it remains largely hidden from view. Very few public, philanthropic or nonprofit players are focused on addressing it. In 2012, however, the issue gained a powerful champion: The New York Women's Foundation."*

Sackman explains that The Foundation immediately grasped the need for strong action and gave LiveOn NY the support to take it. LiveOn NY convened 50 organizational leaders from across multiple disciplines that drafted and began launching a comprehensive plan to educate key players – the NYC police force, Domestic Violence providers, immigrant-focused organizations, elected officials and city and state agency staff – to heighten their awareness of the issue, to alert them to the signs of abuse, and to equip them to work with those who are experiencing it. LiveOn NY has collaborated with the NYPD to produce a training video highlighting elder abuse. On the city level, LiveOn

NY has successfully quadrupled elder abuse funding through the Department for the Aging, now at \$3.5 million. LiveOn NY has also been advocating in Albany for legislation that would enable banks to flag potential cases of financial exploitation and take steps to intervene.

*"Elder abuse touches on a whole wide range of issues and requires the involvement of wide range of players,"* Sackman concludes. *"Criminal justice institutions, financial institutions, immigrant institutions and providers in the aging and the domestic violence fields. It requires strong collaboration and a holistic approach. It requires – in short – real systems change. The New York Women's Foundation has been a vital source of support for our work in this area. It is helping thousands of individual older women who are currently at risk to obtain the help they need – while also helping to put in place the broad structural solutions that will reduce the likelihood of abuse for thousands of women in the future." ■*

# Forging Coordinated Responses to Major Challenges

In the third decade of its operations—while continuing to promote its core organization-by-organization, donor-by-donor, and constituent-by-constituent approach, The Foundation began adding new components to its roster of activities. It began capitalizing on all the resources it had built over its many years of individual investments. It began harnessing the collective capacities, expertise, and reach of its partners and supporters to carry out a series of coordinated efforts addressing major, citywide crises and challenges.

- When the 2008-2012 Great Recession struck New York City, The Foundation funded a team of 20 on-the-ground partners to help meet the needs of the women whose economic situations were already too vulnerable to withstand further stress.
- When Hurricane Sandy weakened the core infrastructures of entire city neighborhoods, it convened a group of 15 grassroots partners to mount a set of emergency and long-term recovery efforts in the communities least able to handle the impact of that disaster.
- When the evidence began mounting that New York City's commercial sex trafficking industry was vaster—and more homegrown—than anyone had ever imagined, The



Foundation worked with a group of 10 grantee partners to create new approaches for addressing the root causes and multiple impacts of that pernicious industry.

Sapna NYC

- When it became clear that widespread public and philanthropic indifference to the strengths and situations of New York's young women of color was gravely undermining those young women's futures and also depriving the city

of the full potential leadership and contributions of those young women, The Foundation launched **IGNITE!**, a seven-year, multi-million-dollar commitment to wake up the philanthropic and public sectors and galvanize new support for one of the city's most vital populations.

## RISE!NYC

In 2009, in the second year of a recession that was causing suffering in every corner of the city, The Foundation created **RISE!NYC**—a five-year, nearly \$5 million effort that helped 20 grantee partners offer flexible, tailored support in the communities with the least ability to bounce back.

The strategies created by those partners reached more than 125,000 individual women. They enabled small-scale entrepreneurs to preserve and, in some cases, enlarge their businesses. They helped women working in recession-decimated industries to develop new skills. They helped women struggling with rapidly-mounting debt to create appropriate financial and legal solutions. They provided counseling support to women whose personal challenges were gravely exacerbated by the recession's multiple impacts.

In some cases, the services provided allowed women to actually strengthen their economic position. In others, they simply prevented those women from experiencing complete financial disaster. In all cases, they extended lifesaving support.

Just as importantly, **RISE!NYC** allowed participating grantee partners to survive the worst impact of the recession on

their own organizations. At a time when most funders were slashing their support, The New York Women's Foundation's radical generosity ensured the continuation of vital services in some of the city's least financially-resilient communities.

"When The New York Women's Foundation Board created **RISE!NYC**, it was being incredibly bold," states Anne Delaney, a former Foundation Board Chair. "All the other funders in the city were self-protectively scrambling to protect their own shrinking resources. They were terminating or not renewing grants. But we said, 'This is not the time to do less. It's the time to do more! Others are suffering more than we are!' It was a triumph of generosity at a time when it really counted."

## The Hurricane Sandy Response and Recovery Fund

The devastating 2012 arrival of Hurricane Sandy on New York City's shores triggered the creation of a second, generous multi-partner Foundation initiative: the **Hurricane Sandy Response and Recovery Fund**.

The **Fund** provided support to 15 grantee partner organizations located in the low-income communities that were both most damaged by the storm and had the least ability to deal with it: Red Hook, the Rockaways, the Lower East Side, and Staten Island's North Shore.

It was structured to be both an emergency and a long-term recovery effort. It provided both immediate assistance and



New York Legal Assistance Group

long-range support towards rebuilding and prevention efforts, particularly to organizations in communities that were largely out of reach and unknown.

Like **RISE!NYC**, it could never have been carried out without the basic underpinning of The Foundation's long-term relationships with deep trust in the capacities of—those 15 grantee partners.

“When Hurricane Sandy hit, we basically threw out the entire application process,” remarks Delaney. “The crisis was too big and too immediate to ask our grantee partners to go through all those hoops. And anyway, there was no need to do so. The New York Women’s Foundation possesses the most valuable asset that any foundation could possess. We have a network of grantee partners, on the ground, with the knowledge, the credibility and the determination to do whatever is necessary. We knew they would use our grants wisely and well. And they did!”

“The New York Women’s Foundation actually called us before we applied to them for help,” adds one of the grantee partners part in this effort. “There were all those other funders saying, ‘We have fixed grant cycles. You can’t ask us for money outside of those grants cycles!’ And there was The New York Women’s Foundation saying, ‘Here are the funds—do whatever you need to do!’”



## WE'VE ACHIEVED ENORMOUS RESULTS

*"Hurricane Sandy caused incredible short- and long-term damage to the Lower East Side,"* recounts **Damaris Reyes, Executive Director of GOLES**, one of the recipients of Hurricane Sandy Fund support. *"It shutdown businesses, cut off transportation and left entire housing projects without electricity or water. Our community needed immediate help to get through those first incredibly tough weeks. And – once the emergency period ended – it needed help to repair, recover, and equip itself to withstand future storms. And the New York Women's Foundation supported GOLES with the critical and sustained support that we needed to do the work."*

With initial support from the Fund, GOLES set itself up as a neighborhood hub of crisis help—providing its least-resourced residents with a host of life-saving supports.

And—with second- and third-year funding—GOLES joined forces with other Lower East Side organizations to prioritize community needs and begin laying out plans for long-term protection.

Together with its community collaborators and a range of public sector experts, GOLES engaged in planning for both reinforcing the area's overall infrastructure and ensuring its long-term environmental health. And those efforts, in turn,

have attracted more than \$1 billion in Federal and State funds towards repairing, improving, and protecting a Manhattan neighborhood that remains a high risk for environmental disaster.

*"The New York Women's Foundation's willingness to provide swift and generous initial help was, of course, wonderful,"* concludes Reyes. *"But its willingness to keep supporting us long after other funders had moved on from the whole 'Hurricane issue' was even more wonderful. The Foundation trusts community leaders to do what needs to be done and then sticks with them till they do it. And we certainly haven't let them down. We've achieved enormous results." ■*



## The Initiative Against the Sex Trafficking of Minors

Before 2010 the size, scope, and pervasive impact of New York City's flourishing commercial sex trafficking industry had never been definitively analyzed. The strong connections between acute poverty, childhood abuse, and trafficking had never been thoroughly laid out or examined. Few—if any—private or public funders were strongly focused on addressing the industry's tolls. Most people remained under the flawed impression that trafficking predominantly involved foreign-born adults, rather than the native-born New York girls (often very young girls) and gender-fluid youth who are most at risk for trafficking.

In the fall of that year, The New York Women's Foundation began taking steps to change all that—to work with its network of grantee partners to gather new information and forge new approaches for helping the tens of thousands of young New Yorkers who are either involved in or at the highest risk for involvement.

The Foundation launched its efforts by commissioning a report, *Sex Trafficking of Minors in New York*, which provided a first-cut analysis of the industry's extent, causes, and impact. It then provided two phases of funding towards grantee partner efforts to address this issue.

The first phase of grants primarily supported efforts helping girls and gender-fluid youth who were already known to be involved in the industry. The second phase



used the information gathered in the first round to modify the approach to also include efforts helping to prevent entry into the industry before it occurs.

Girls Educational  
& Mentoring  
Services (GEMS)

It is clear that the work carried out in the *Initiative Against the Sex Trafficking of Minors* is only the beginning of what needs to be an ongoing, multi-prong effort to address this complicated, pernicious, and pervasive social crime. The efforts that were launched were uniformly promising—and taken together they offer a vital roadmap for future investment in this area.



## THE BEST POSSIBLE ADVOCATES

*“Talking to young people who are engaged in – or at-risk for – commercial sex trafficking is a delicate process,”* observes **Brooke Richie-Babbage, the founder and former Executive Director of the Resilience Advocacy Project (RAP)** – an organization that empowers young people to be leaders in the fight against poverty. *“Those who are most at-risk already feel dismissed and disempowered in a hundred different ways. So – if what you are trying to do is help them feel less disempowered – you don’t want to just march in saying: ‘You’re being exploited!’ They’ll become immediately – and legitimately – defensive.”*

The grant that The Foundation provided to RAP has given the organization the ability to tackle an issue that the adult world has largely been at a loss to address. In particular, it has given RAP what Richie calls the “flexibility and space” to equip a cadre of peer advocates to help other young women make truly informed and empowered decisions about an industry that basically preys on disempowerment.

RAP staff went right to the source. They worked with groups of girls in foster care, and on Riker’s Island to help develop the language and curriculum that would be most

appropriate, most responsive to the needs – and best suited to the situations – of their peers. It then trained them to use that curriculum to work with those peers.

*“Young people are the best possible advocates and support systems for one another,”* asserts Richie-Babbage. *“They just need some encouragement and guidance. There is nothing more empowering for a young woman than knowing that she is respected for what she knows and what she can do. We help give young women that validation and then they take it from there. And there is no limit to what they can achieve.”* ■

## **IGNITE!: Accelerating Change with New York City's Girls, Young Women, and Gender-Fluid Youth of Color**

The New York Women's Foundation has long understood that New York City's young women of color and immigrant young women typically possess fierce strengths, fill vital roles, and face steep challenges. It has recognized that they:

- Provide critically important support for their families—take care of younger siblings, translate and advocate for parents, and contribute to household income.
- Almost always do better than their male peers in school, despite all their other responsibilities.
- Do impressively well in a range of spheres—in school studies, in athletics and the arts, in STEM (science, technology, engineering, and math), and in leadership roles once they are given appropriate encouragement and opportunities.



**THE POINT**

- Are often tragically prevented from achieving all they can because they are struggling against disinvestment, bias, or sexual assault or because they have no access to the services and supports that all young people need.

Over the years, The Foundation has steadfastly worked to rectify that situation. Its grants have helped launch and sustain a host of innovative and powerful girl-centered organizations. Its events have regularly highlighted young women's achievements and stories.

But The Foundation's impact has been limited because it has largely been laboring alone. With a few shining exceptions, girls, young women, and gender-fluid youth of color have always been low-priority populations for both the philanthropic and the public sectors.

In the fall of 2014, The Foundation decided that if it wanted to finally make a significant difference, it needed to channel substantially more funding towards supporting girl-centered programs and it needed to bring the issues of young women to wider public and philanthropic attention. It needed, in short, to create IGNITE! – a multi-year, \$7 million initiative solely dedicated to achieving those aims.

Three years later, IGNITE! has allowed The Foundation to measurably strengthen and expand its core girl-centered grant-making. And, as will be described in the next section of this report, it has enabled The Foundation to begin rallying the local and national resources required for genuine progress.



## WE'RE MOTIVATED TO GET IT RIGHT

*"Young women have the best insights as to what they and their peers want and need,"* observes **Dr. Danielle Moss Lee, the CEO of the YWCA of New York City.** *"So if you want to create the best programs for young women, bring them into the decision-making process that creates those programs."*

The New York Women's Foundation partnered with the YWCA of New York City to create a program – **Girls IGNITE Grantmaking (GIG)** – that would channel the wisdom of a group of diverse young women into a new girl-centered philanthropic effort.

GIG recruited a group of young women from schools across the city and provided them with a series of training sessions on the functioning of the philanthropic and nonprofit sectors. It prepared them to create a

Request for Proposals, to make site visits to potential grant partners, and to come to agreement on funding decisions. It built their knowledge of issues and communities, their capacity to work on a team and their ability to articulate their ideas persuasively.

And, by project end, the girls will have successfully distributed \$30,000 in support of an array of innovative programs serving their peers.

GIG participants were unanimous in their praise for the project. They stressed that they were gaining a great deal and that they were contributing a great deal back.

*"When you learn something in school, it sticks for a while – maybe until you've passed the test or the course – and then it kind of fades away,"* states one



**Inaugural Girls Ignite Grantmaking fellows.**

participant. *"But because we actually got to see what nonprofits have to go through, to see how hard it is for them to do it – and to have a role in helping them do it – it's something we'll never forget."*

*"It's awesome that girls are getting the chance to work on a project that helps other girls,"* adds a second. *"But it's also really smart. We contribute ideas than you would never have had without us. We know what other girls are going through. And, because we're girls ourselves, we're really, really motivated to get it right!"* ■

# Accelerating Local and National Change for Women and Families

After three decades of growth and progress, The New York Women's Foundation has finally reached the point at which it can vigorously parlay all assets—on-the-ground expertise, a connection to top leaders in a range of fields, its constantly expanding network of supporters and partners”towards achieving the structural changes that its founders first envisioned. And so that is what it has been doing:

- It has become a powerful thought leader—influencing the thinking and approaches of major stakeholders through a robust flow of events and publications.



VOCAL-NY members with panelists at the release of *Women InJustice: Gender and the Pathway to Jail in NYC*, a report by The Prisoner Reentry Institute of John Jay College of Criminal Justice (PRI), commissioned by NYWF in 2017.



The 30th Anniversary Gathering in Brooklyn: The Power of Immigrant Communities.

- It has been using its connections and expertise to galvanize major cross-sectoral, cross-geographic collaborations addressing key issues for women and girls.

And it is pledged to keep pushing forward on both those vital fronts.

## Influencing Public Opinion and Discussion

The Foundation has always sought to be more than just a grantmaking institution. It has always sought to be a thought leader—an organization that leads powerful discussions on key women’s issues and that influences public and philanthropic decisions.

Over the past few years, it has significantly strengthened that role by:

- Offering bold leadership in exploring strategies, programs, and initiatives that work—bringing community, policy, and research experts together through ongoing series of standing-room-only events on subjects ranging from the impact of criminal justice practices on women to the power of women’s entrepreneurship to the role of women in building healthier communities.
- Publishing major studies on subjects ranging from women’s economic status to the commercial sexual exploitation of minors, to a series of “Voices from the Field” reports that highlight the situations, roles, and challenges of low-income women and girls of color across four major stages of life.
- Placing a regular flow of op-eds and articles in a range of media outlets including the *Huffington Post*, *CityLimits*, *The New York Times*, *New York Daily News*, *NY Nonprofit*



In 2015, The 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.

*Media, Mic News, El Diario, Grantcraft, Philanthropy NY, Politico, Chronicle of Philanthropy, Time Out New York, and WCBS Radio.*

The Foundation’s presence is consistently sought in a range of policy arenas and its voice has been carrying increasingly significant weight.

*“The New York Women’s Foundation’s growth and evolution is a reflection of the gender justice movement itself. An early orientation toward this specific geographic location and tight focus on the needs of women and girls has necessarily evolved and expanded The Foundation’s mandate to advance a national conversation on gender roles, equity across all aspects of work and family life and the resources we need to make real systemic change. Their strategy of nurturing local leaders to grow a national movement is one that works.”*

— **Ronna Brown**, President of Philanthropy New York

## Galvanizing Philanthropy for Women and Girls

Since 2014, The Foundation has become an increasingly effective motivator of broadly collaborative efforts. It has combined forces with an array of local and national funders and public officials to create groundbreaking joint initiatives in the realms of women’s economic security and young women’s leadership.

### The Young Women’s Initiative

In 2015, Foundation President & CEO Ana Oliveira became a co-chair for the New York City Council’s **Young Women’s Initiative (YWI)**. A major cross-sectoral effort, this initiative is the first of its kind nationwide and is using recommendations



Boom!Health

shaped with input from young women of color towards improving the way that key New York City programs and policies support that population. In 2016, Melissa Mark-Viverito, Speaker of the New York City Council and the visionary behind this initiative, announced City Council's \$10 million commitment to YWI. As a result, The New York Women's Foundation and NoVo Foundation announced an initial commitment in matching funds from the New York City Philanthropic Table for Girls and Young Women of Color (Philanthropic Table), which they co-chair. This \$20 million commitment, which has already begun to be distributed in line with the recommendations made in YWI's final report, is targeted specifically for efforts to improve the lives of girls and young women of color across New York City.

### The NYC Fund for Girls and Young Women of Color

In the fall of 2014, besides significantly expanding its own internal grantmaking in the area of girls, young women, and gender-fluid youth, The New York Women's Foundation co-founded a major new multiyear, multi-foundational effort. The **NYC Fund for Girls and Young Women of Color** raises and channels millions of additional philanthropic dollars into programs supporting those vital demographic groups.

The Fund is the first effort of its kind in the United States. It pools the resources and perspectives of 19 major New York and national funders.<sup>1</sup> It is housed at and managed by The Foundation and uses the core grantmaking strategies that have served The Foundation so well i.e.,

an assessment process that is primarily carried out by groups of trained volunteers (in this case, groups of young women); early investment into bold new programs and organizations informed by young women of color; and multiyear funding commitments.

In its first year of operations, the Fund has been extraordinarily productive. It raised and distributed a full \$2.4 million of new resources towards the programs of 28 cutting-edge organizations.<sup>2</sup> It influenced the thinking and activities of all the partner foundations. And it galvanized new overall philanthropic attention towards the issues of girls and young women.

"The Fund has the potential to change how foundations do their work," observes Kaberi Banerjee Murthy, Vice President of Programs at the Brooklyn Community Foundation. "I think some participants may have become more comfortable supporting new organizations or untested approaches. Some seemed willing to see outside volunteers as useful additions to the grants assessments process. And the effort as a whole really clarified the need to center girls and young women of color. Because BCF has operated along these lines, I've had a few colleagues outside the **Fund** tell me: 'We want to begin doing that too!'"

"The NYC Fund for Young Women and Girls offers us the chance to support collaborative grant-making focused on young women and girls of color in New York City," says Brook Kelly-Green, Program Officer at the Ford Foundation. "We have been longtime supporters of women's rights work





Leaders of Prosperity Together

but through this mechanism, we have a chance to focus specifically on young women of color who work across a spectrum of issues such as reproductive justice, immigrant rights and criminal justice. It has been invaluable for Ford to have the chance to do this in our own backyard of New York City with such a diversity of funders around the table.”

## Inspiring National Change

### Prosperity Together

In 2015, The Foundation co-founded **Prosperity Together** with 27 other women’s funds<sup>3</sup>. A five-year \$100 million

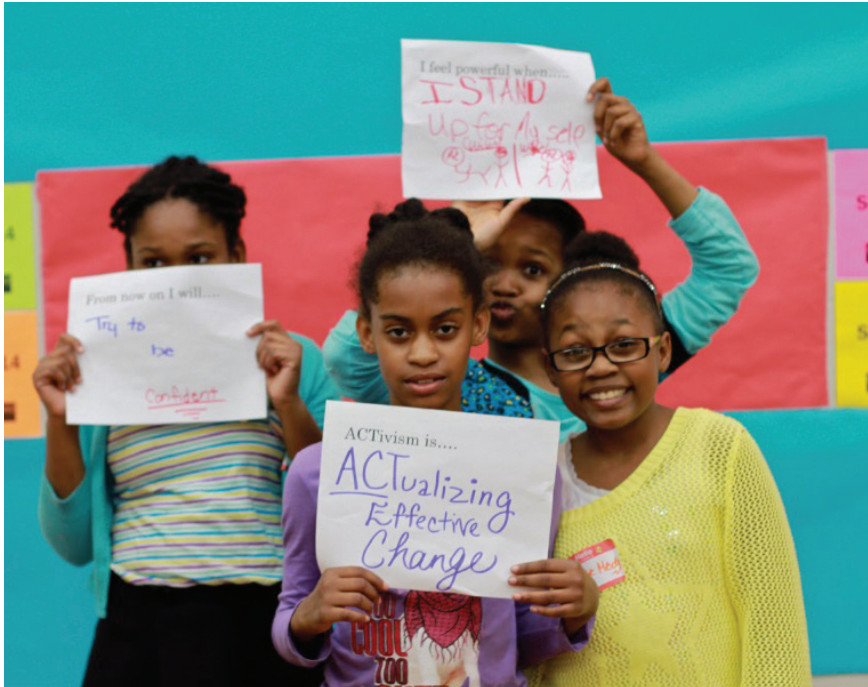
initiative, its goals are to: (1) fund innovative women-centered economic security strategies; and (2) raise awareness that the most powerful way to improve national economic strength is to improve women’s economic options and earning power.

The initiative has been successfully supporting advocacy efforts in the areas of pay equity, childcare, and paid leave. It has been helping localities across the country create employment training and educational programs that can help women secure truly living-wage jobs. And it has been persuasively disseminating the idea that promoting women’s economic mobility is the best way to create broad national prosperity.

In its first year, **Prosperity Together** surpassed its fundraising goals by more than 50 percent—clear evidence that what was once a radical message is beginning to resonate strongly.

### The National Collaborative of Young Women’s Initiatives

In the fall of 2016, following a game-changing meeting at the White House’s **United State of Women Summit**, The New York Women’s Foundation joined forces with seven other major women’s funds to lay the groundwork for the **National Collaborative of Young Women’s Initiatives**—an effort designed to take the core paradigm of the **Young Women’s Initiative** to a national level.<sup>4</sup>



Girls for Gender Equity

Besides spurring the development of multi-sector, young-women-led projects in each of the participating funder's regions, the **Collaborative** is expected to: (1) strengthen local and national commitment towards promoting young women's progress; (2) generate powerful cross-regional data on the situations of young women of different backgrounds—and the best ways to support those young women; (3) create a framework within which to analyze the structural barriers that face those young women; and (4) build a unified national network of young women working separately and together to promote the advancement of all.

"A hallmark of The New York Women's Foundation's leadership is its commitment to inclusiveness and partnership. The NYWF understands the inherent power of collaboratives to craft innovative solutions with communities and other sectors to create even greater impact," said Lee Roper-Batker, Women's Foundation of Minnesota. "The **National Collaborative of Young Women's Initiatives** is a manifestation of that core commitment – and tribute to the NYWF's best practice to invite others leaders to the table to scale systems change from the local to the national."

# Vision for the Future

Within one brief generation, The New York Women's Foundation has successfully propelled itself from tiny philanthropic outlier to forceful player on philanthropic and public sector stages.

Its track record has been consistently impressive. It has launched and helped develop hundreds of new nonprofits,

improved hundreds of thousands of individual lives, addressed a range of major crises and challenges, and begun putting the issues of women and families on key national and local agendas. Its future course is clear. The Foundation will:

- **Continue working with grassroots, women-led organizations to ensure that the voices of their**



Brooklyn Young Mothers' Collective



Sauti Yetu



Faith in New York



STRIVE New York

communities are heard and that The Foundation continues to respond nimbly and appropriately to new issues.

- Continue recruiting the broadest possible range of perspectives, resources, and talents in support of its work.
- Keep building partnerships across sectors and geographies required for ongoing influence and impact.
- Keep focusing its work towards strategies promoting big picture gains:
  - Policy efforts improving women’s economic security, safety, reproductive health and choice, and access to basic resources.
  - Economic paradigms ensuring long-term gains for entire groups of women.
  - Efforts bringing the voices and perspectives of women, girls, and gender-fluid individuals of color to enough tables and in enough numbers to have a genuine impact on major societal decisions.

- **Keep working with both on-the-ground organizations and major public and philanthropic leaders on powerful multi-partner initiatives:**

- Efforts creating viable, broadly-accessible support systems for young single mothers.
- Efforts making school environments and youth programs more deliberately and proactively supportive of the strengths, preferences, and needs of girls and gender-fluid youth of communities of color and immigrant communities.
- Efforts ensuring robust support and just treatment for girls leaving the foster care system and women leaving the criminal justice system.
- Efforts bringing a more gender-focused lens to the creation of new housing options.

It will keep pushing to reach the tipping point at which all those individual victories are no longer “victories;” they are the norm. The New York Women’s Foundation will keep forging ahead, all the while staying true to its radically generous roots.



Mixteca



Guests at the 2016 Celebrating Women Breakfast with Gloria Malone, Co-Chair, Young Women’s Advisory Council, Celebrating Women Award Recipient (second from left).

# Acknowledgements

This report is based on interviews with 55 leaders whose efforts have benefited from and added to the success of The New York Women's Foundation: grantee partners and their constituents, founders, Board members, donors, volunteers, and public and philanthropic collaborators.

All those who were interviewed provided vital insights into the role that The Foundation has played in transforming their organizations, supporting their communities, and boosting their own personal understanding of social justice issues. All offered vivid examples of how their own work has helped advance The Foundation's mission. While it was not possible to quote every person with whom I spoke, I am grateful to each one.

The report also profited greatly from the help of the many Foundation staff members who provided context-setting explanations or offered incisive critiques of early drafts. My thanks go to them as well.

Researching this document took me all across the city to see dozens of impressive projects. Every visit was inspiring. But the most inspiring thing was the cumulative effect of all those visits. It quickly became clear that The Foundation has done more than just support a roster of individual endeavors—or attract a group of individual supporters. Over its thirty years of work, it has built a diverse, powerful, and extensive community of allies who are separately and collectively determined to lift up the voices and support the strengths of low-income women, girls, and gender-fluid youth.

Their achievements are powerful and their commitment is fierce.

And they have never been more urgently needed.

**Susan Leicher**

Thompson & Columbus, Inc.

May 2017

## Footnotes

<sup>1</sup> Andrus Family Fund, Brooklyn Community Foundation, Cricket Island Foundation, Ford Foundation, Foundation for a Just Society, Jessie Smith Noyes Foundation, Ms. Foundation for Women, The New York Community Trust, New York Foundation, The New York Women's Foundation, North Star Fund, NoVo Foundation, Pinkerton Foundation, Scherman Foundation, Schott Foundation, Stonewall Community Foundation, Surdna Foundation, Third Wave Fund, and William T. Grant Foundation.

<sup>2</sup> The grantees include: Ancient Song Doula Services, The Alex House Project, Arab American Association of New York, Arab American Family Support Center, Atlas: DIY, The Audre Lorde Project, Inc., Black Alliance for Just Immigration, Black Women's Blueprint, The Brotherhood/Sister Sol, CAAAV: Organizing Asian Communities, Casita Maria Center for Arts & Education, Community Connections for Youth, Inc. CONNECT, Inc., DRUM – Desis Rising Up and Moving, FIERCE, Girls for Gender Equity, Hetrick-Martin Institute, Make the Road New York, National Asian Pacific American Women's Forum, New York City Anti-Violence Project, Resilience Advocacy Project, Sadie Nash Leadership Project, South Asian Youth Action, S.O.U.L. Sisters Leadership Collective, Turning Point for Women and Families, Welfare Rights Initiative, YWCA of the City of New York.

<sup>3</sup> The list includes: A Fund for Women (Madison, Wisconsin), Chicago Foundation for Women, Dallas Women's Foundation, Iowa Women's Foundation, Jeannette Rankin Women's Scholarship Fund, Ms. Foundation for Women, The Fund for Women and Girls at Fairfield County's Community Foundation, The New York Women's Foundation, The Vermont Women's Fund, The Women's Foundation of California, The Women's Foundation of Colorado, The Women's Fund of Central Ohio, The Women's Fund of Greater Birmingham, The Women's Fund of Winston-Salem, Washington Area Women's Foundation, WNY Women's Foundation (Western New York), Women and Girls Foundation (Pennsylvania), Women's Foundation for a Greater Memphis, Women's Foundation of Minnesota, Women's Foundation of Mississippi, Women's Foundation of Montana, Women's Foundation of Oklahoma, Women's Foundation of Southwest Florida, Women's Fund for the Fox Valley Region, Women's Fund of Greater Milwaukee, Women's Fund of Omaha, Women's Fund of Western Massachusetts, Women's Funding Alliance (Washington), Women's Funding Network

<sup>4</sup> The list of participating women's funds includes: The Dallas Women's Foundation, The New York Women's Foundation, the Women's Foundation of California, the Women's Foundation of Greater Birmingham, the Washington Area Women's Foundation, the Women's Foundation for a Greater Memphis, the Women's Foundation of Minnesota and the Women's Fund of Western Massachusetts.

# Appendix A: List of Interviews

Diane Arneth, Executive Director, Community Health Action of Staten Island

Deborah Axt, Co-Executive Director, Make the Road

Dina Bakst, Co-Executive Director, A Better Balance

Kaberi Banerjee-Murphy, Vice President of Programs, Brooklyn Community Foundation

Catherine Barnett, Executive Director, ROC-NYC

Hyatt Bass, Board Member

Taina Bien-Aimé, Board Member

Jayne Bigelsen, Director of Anti-Trafficking Initiative, Covenant House

Ronna Brown, President, Philanthropy New York

Nancy Carin, Executive Director, BOCNet

Sadie Casamenti, NYC Fund for Girls and Young Women of Color Participatory Review Committee (PRC) member

Manuel Castro, Executive Director, New Immigrant Community Empowerment (NICE)

Hui Wen Chen, NYC Fund for Girls and Young Women Participatory Review Committee (PRC) Team Leader

Chhaya Chhoum, Founder & Executive Director, Mekong NYC

Samora Coles, Founder/Executive Director, Alex House Project

Cathy Dang, Executive Director, CAAAV: Organizing Asian Communities

Anne Delaney, Former Board Chair

Barbara Dobkin, Donor

Claudia Espinosa, Founder & Executive Director

Christina Fox, Workforce Development Manager, New Immigrant Community Empowerment (NICE)

Cecilia Gastón, Executive Director, Violence Intervention Program

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

Miriam Goodman, Assistant Director of Anti-Trafficking and Trauma, Center for Court Innovation

Cathy Isaacson, Board Member

Shabieko Ivy, NYC Fund for Girls and Young Women of Color Participatory Review Committee (PRC) member

Julia Jean-Francois, Co-Executive Director, Center for Family Life/SCO Family Services

Marion Kaplan, Board Alumna

Brook Kelly-Green, Program Officer, Ford Foundation



Stacy Kim, The New York Women's Foundation Grants Advisory Committee (GAC) member

Dr. Danielle Moss Lee, Executive Director, YWCA

Beatrice Lors-Rousseau, The New York Women's Foundation Grants Advisory Committee (GAC) member

Sarah Ludwig, Executive Director, Day One

Benita Miller, Chair, Mayor's Children's Cabinet

Gabriel Morales, Executive Director, Brandworkers

Christina Morton, Staff Member, Alex House Project

Beverly Neufeld, Founder & President, PowHerNY

Robina Niaz, Founder & Executive Director, Turning Point for Women and Families

Stephanie Nilva, Executive Director, Day One

Vivian Nixon, Executive Director, College and Community Fellowship

Maya Nussbaum, Founder & Executive Director, Girls Write Now

Juliana Pereira, The New York Women's Foundation Grants Advisory Committee (GAC) member

Spencer Peterson, Program Manager, WeNYC, BOCNet

Damaris Reyes, Executive Director, Good Old Lower East Side (GOLES)

Brooke Ritchie-Babbage, Founder & Executive Director, Resiliency Project

Irma Rodriguez, Board Member

Lee Roper-Batker, President & CEO, Minnesota Women's Foundation

Bobbi Sackman, Director of Public Policy, LiveOn NY

Lani Santo, Executive Director, Footsteps

Tracey Schusterman, Board Treasurer

Lisa Sloan, Program Director, Pride Center of Staten Island

Colicia Sostre, Staff Member, Alex House Project

Betty Terrell-Cruz, Board Alumna

Beverly Tillery, Executive Director, New York City Gay and Lesbian Anti-Violence Project

Emma Yora, Staff Member, Center for Family Life/SCO Family Services

Kenyatta White, Staff Member, Alex House Project

Barbara Wynne, Former Board Chair

# Appendix B: Grantee Partners

GRANTEE NAME	YEARS FUNDED
A Better Balance: The Work and Family Legal Center	2012, 2013, 2014, 2015, 2016
A CALL TO MEN	2015, 2016
A.C.E. - OUT, Inc.	1992, 1994, 1995, 1997, 1998
ACCION USA	2003, 2004, 2005, 2006, 2007, 2009, 2010, 2011, 2012, 2013
ACHA Himalayan Sisterhood New York	2015
Action for Community Empowerment	1990, 1993
Adhikaar for Human Rights and Social Justice	2008, 2009, 2010, 2011, 2012, 2013
African American Policy Forum	2015
African Communities Together	2015, 2016
African Hope Committee	2007, 2008, 2009, 2010, 2011, 2012
African Peoples Council	1995
African Refuge	2015, 2016
African Services Committee, Inc.	1998
Agenda for Children Tomorrow	2010, 2011
Alonzo Daughtry Family Life Services	1994
American Indian Community House, Inc.	1994
American Women's Economic Development	2004
Amethyst Women's Project	2001, 2002, 2003, 2005, 2006
Ancient Song Doula Services	2016
Andolan Organizing South Asian Workers	2003, 2004, 2005
Arab American Association of New York	2016
Arab-American Family Support Center, Inc.	1995, 1997, 2000, 2001, 2012, 2013, 2016
Asian American Legal Defense and Education Fund	2005, 2006, 2007, 2008, 2009
Association of the Bar of the City of New York/City Bar Justice Center	2012, 2013, 2014, 2015, 2016

GRANTEE NAME	YEARS FUNDED
Associations From Fordham to Burnside	1993
Astoria/Queens SHAREing and CAREing	1996
Atlas DIY	2016
Audre Lorde Project, Inc.	2007, 2008, 2009, 2010, 2011
Backstretch Employee Service Team of New York	2016
Battered Women's Resource Center	2002, 2003, 2004, 2005, 2006
Beit Shalom	2002, 2003, 2004, 2005, 2006
Belmont Childcare Association	2016
Bethex Federal Credit Union	1998
Better Bronx for Youth	1998
Black Alliance for Just Immigration	2016
Black Women's Blueprint	2015, 2016
BOCNet - repeated	2016
BOOM Health (aka Bronx AIDS Services, Inc)	2012, 2013, 2014, 2015, 2016
Brandworkers	2015, 2016
Bridge the Gap Family Daycare Network	1992
Bronx Women Against Rape	1993
Brooklyn Workforce Innovations	2009, 2010, 2011, 2012, 2013
Brooklyn Young Mothers' Collective	2007, 2008, 2009, 2010, 2011
Brotherhood/Sister Sol	2006, 2007, 2008, 2009, 2010, 2015
Bruised Reed Ministry	1995
buildOn, Inc.	2010, 2011, 2012, 2013, 2014
Business Center for New Americans	2015, 2016
Business Outreach Center Network - repeated	1998, 2004, 2005, 2006, 2007, 2010, 2011, 2012, 2013, 2014, 2016
CAAAV Organizing Asian Communities	1996, 1998, 1999, 2001, 2002, 2015, 2016
Callen-Lorde Community Health Project	2011, 2012, 2013, 2014, 2015

## GRANTEE NAME

## YEARS FUNDED

Caribbean Cultural Center African Diaspora Institute	2015
Casa Atabex Aché	2001, 2002, 2003, 2004, 2005
Casita Maria Center for Arts & Education	2016
Catholic Big Sisters and Big Brothers	2005, 2006, 2007, 2008, 2009
Center for Alternative Sentencing and Employment Services	2005, 2006, 2007, 2008
Center for Anti-Violence Education	1989, 1992, 1996, 1997, 2000, 2014, 2015, 2016
Center for Court Innovation	2014, 2015, 2016
Center for Family Life in Sunset Park/SCO Family Services	2006, 2007, 2008, 2009, 2010, 2012, 2013, 2014, 2015, 2016
Center for Frontline Retail	2015, 2016
Center for Immigrant Families	2002, 2003, 2004, 2005, 2006
Center for Independence of the Disabled in New York, Inc.	1996
Center for New York City Neighborhoods	2009, 2010, 2011, 2012
Center for the Elimination of Violence in the Family, Inc.	1988
Central Brooklyn Partnership	1994, 1999, 2000, 2001, 2002
Central Harlem Partnership, Inc.	1996, 1997
CHANGER	2009, 2010, 2011, 2012, 2013
Chhaya Community Development Corporation	2012, 2013, 2014, 2015, 2016
Chica Luna Productions	2006, 2007, 2008, 2009
Child Care, Inc.	2002, 2003
Child Welfare Organizing Project	2003, 2004, 2005, 2006, 2007
Chinese Staff & Workers' Association (W.E.P.& G.W.H.S. Project)	1991, 1992, 1998, 2000, 2001, 2012
Cidadão Global/Global Citizen	2011, 2012, 2013, 2014, 2015
Coalition for the Homeless	2003, 2005
Coalition of Battered Women's Advocates	1990, 1991, 1992
College and Community Fellowship	2004, 2005, 2007, 2008, 2009, 2016
Committee for Hispanic Children and Families	1991, 1997, 1999, 2000, 2013, 2014

GRANTEE NAME	YEARS FUNDED
Committee for Humanitarian Assistance to Iranian Refugees, Inc. (C.H.A.I.R.)	1994, 1997
Community Advocates for Educational Excellence	1995
Community Connections for Youth, Inc.	2015, 2016
Community Development Project of the Urban Justice Center	2004, 2006, 2007, 2008, 2009
Community Health Action of Staten Island, Inc.	2012, 2013, 2014, 2015, 2016
Community Voices Heard	1998,1999, 2000, 2002, 2003
Community Women's Network	1993
Community Works	1997, 1999
Comunilife	2,015
Concerned Citizens for Family Preservation, Inc.	2007, 2008, 2009
Coney Island United Services	1993
CONNECT, Inc.	2011, 2012, 2013, 2014, 2015, 2016
Correctional Association of New York	2006, 2007, 2008, 2009, 2010, 2012, 2013, 2014, 2015, 2016
Covenant House of New York	2014, 2015, 2016
Cush Campus, Inc.	1994
Cypress Hills Child Care Corporation	1994, 2002, 2008, 2009, 2010
DAMAYAN Migrant Workers Association	2004, 2005, 2007, 2008, 2009
Day One	2006, 2007, 2008, 2009, 2010, 2014, 2015, 2016
Dome Project, Inc./Starlings Collaboration	1999
Domestic Workers United	2005, 2006, 2007, 2008, 2009
Dominican Women's Caucus	1996, 1997
Dominican Women's Development Center	1990,1993,1998/1999, 2006, 2007
Dorcas Home Ministry	1992
Dreams Into Action	1997
Dress for Success New York	1998
DRUM - Desis Rising Up & Moving	2015, 2016

## GRANTEE NAME

## YEARS FUNDED

Dwa Fanm	2005, 2006, 2007, 2008, 2009
East Brooklyn Congregations	1997
East River Development Alliance	2011
Edwin Gould Services for Children and Families	1998, 2013, 2014, 2015
El Barrio Popular Education Program	1992, 1993, 1995, 1996
El Centro de Hospitalidad	2003, 2004, 2007, 2008, 2009
Empire State Pride Agenda Foundation	2012, 2013, 2014, 2015
ENTRENET	1994, 1996
Equal Rights Advocates	2015
Equality Now	2006, 2007 2012, 2013
Esperanza del Barrio	2004, 2005, 2006, 2007, 2008
Faith in New York	2015, 2016
Families for Freedom	2010, 2011, 2012, 2013, 2014
Families United for Racial and Economic Equality	2002, 2003, 2004, 2005, 2006
Family Learning Circle	1996, 1997
Family Violence Project of the Urban Justice Center	1998, 1999, 2000, 2001, 2002
FIERCE	2007, 2008, 2009, 2010, 2011, 2016
Figure Skating in Harlem	1999, 2000, 2010, 2011, 2012
Financial Clinic	2013, 2014
Fire Safety Education Fund	1999
First Girls Congress Collaborative	2000
First Saturday in October	1996
Flanbwayan Haitian Literacy Project	2015
Footsteps, Inc.	2013, 2014, 2015, 2016
Forest Hills Community House	1991, 2002, 2003, 2004, 2005
Friends of the Island Academy	2001, 2002, 2004, 2005, 2006

GRANTEE NAME	YEARS FUNDED
Girl Be Heard (formerly – Project Girl Performance Collective)	2013, 2014, 2015, 2016
Girls Educational & Mentoring Services	2005, 2006, 2007, 2008, 2009, 2012, 2013, 2014, 2015, 2016
Girls for Gender Equity, Inc.	2005, 2006, 2007, 2008, 2009, 2015, 2016~
Girls Incorporated of New York City	1999, 2000, 2001, 2002, 2003
Girls Write Now, Inc.	2012, 2013, 2014, 2015, 2016
Global Potential	2015
Good Old Lower East Side	2008, 2009, 2010, 2011, 2012
Grace Outreach	2010, 2011, 2012, 2013, 2014, 2016
Grameen America	2009, 2010, 2011, 2012, 2013
Grand Street Settlement	2000, 2001, 2003, 2004, 2005, 2011, 2012, 2013, 2014
Greenhope Services for Women, Inc.	2007, 2008, 2009, 2010, 2011
Greening of Harlem Coalition (Goddess Garden)	1993
Griot Circle	2003, 2004, 2005, 2015, 2016
Haitian American Women’s Advocacy Network (HAWANET)	1994
Haitian Women for Haitian Refugees	1993, 1994, 1996, 2012, 2013
Haitian Women’s Program	1993
HarlemLive	2001
Hetrick-Martin Institute	2012, 2013, 2014, 2015, 2016
HIV Foster Care Education and Advocacy Project	1996
HIV Law Project	1992, 1993, 2000, 2004, 2005
HIV/AIDS Technical Assistance Project	1999, 2000, 2001, 2002
Hollaback!	2012, 2013, 2014, 2015, 2016
Homelessness Outreach and Prevention Project of the Urban Justice Center	2008, 2009, 2010, 2011, 2012
HOPE Program	2002, 2003, 2004
Hot Bread Kitchen	2010, 2011, 2012, 2013, 2014, 2015, 2016
Hour Children	1999, 2002, 2003, 2004, 2005, 2009, 2010, 2011, 2012

## GRANTEE NAME

## YEARS FUNDED

Housing + Solutions	2007, 2008, 2009, 2010, 2011
Hudson Link for Higher Education in Prison, Inc.	2013, 2014, 2015, 2016
Human Rights Project of the Urban Justice Center	2004
Hunts Point Economic Development Corporation	2011, 2012
Ifetayo Cultural Arts Facility	2002, 2003, 2004, 2005, 2006
inMotion	2002
Institute for Labor & the Community (Girls Project)	1998, 1999, 2001, 2002, 2004
Interfaith Neighbors	1994, 1997, 1998, 2001
Iris House, Inc.	1994, 1997
Ivy League	1995, 1996
Jacob A. Riis Neighborhood Settlement House	1999, 2000, 2011, 2012, 2013
Jews for Racial and Economic Justice	2008
Joint Public Affairs Committee for Older Adults	1995
Justice Committee	2015, 2016
JusticeWorks Community	1995, 2007, 2008, 2009
Kianga House	1990
Korean American Family Service Center	1991, 1995, 1997, 1998, 2000
Korean Family Counseling & Research Center	1994
Latin American Integration Center	1995, 2005, 2006, 2007
Latin American Women's Network (LAWN)	1995
Latin American Workers Project	2002
Latina Reproductive Rights Initiative	1994
Latina Roundtable on Health & Reproductive Rights	1993, 1994, 1997, 1998
Latinas On the Verge of Excellence (L.O.V.E.)	2015, 2016
Latino Justice PRLDEF	2014, 2015, 2016
Learning Center for Women in Prison	2006, 2007



## GRANTEE NAME

## YEARS FUNDED

GRANTEE NAME	YEARS FUNDED
Leave Out Violence U.S. (LOVE)	2015
Legal Information for Families Today	2011, 2012, 2013, 2014, 2015
Legal Momentum	2006, 2007, 2008, 2009, 2010
Lexington Vocational Services	2011, 2012, 2013, 2014, 2015
Life Force: Women Fighting Against AIDS, Inc.	1993, 2001, 2002
Lilly Awards	2015, 2016
Literacy Partners	2011, 2012, 2013, 2014, 2015
Little Shepherd Community Services, Inc.	1995, 1998
LiveOn NY (formerly Council of Senior Centers and Services)	2012, 2013, 2014, 2015, 2016
Living Hope Family Day Care Network, Inc.	1989, 1995
Local Development Corporation of East New York	2002, 2003, 2009, 2010, 2011, 2012, 2013, 2014
Looking Toward Tomorrow, Inc.	1996
Love Heals, the Alison Gertz Foundation for AIDS Education	2008, 2009, 2010, 2011, 2012
Lower East Side Worker's Center/Latino Workers' Center	1994
Lower Eastside Girls Club	1997, 1998, 1999, 2006, 2007
Make the Road by Walking	2001, 2002, 2003, 2004, 2005
Make the Road New York	2009, 2010, 2011, 2012, 2013, 2014
Mary J. Blige and Steve Stoute Foundation for the Advancement of Women Now Inc.	2009
Maura Clarke-Ita Ford Center (MCIF)	1995, 1996, 1997, 1999, 2000, 2001/2002
Mekong	2015, 2016
Mercy Center	2000, 2001, 2002, 2004, 2005, 2010, 2011, 2012, 2013, 2014
Minkwon Center for Community Action	2015, 2016
Mission of Mercy	1999
Mixteca Organization	2015, 2016
Morris Heights Health Center	1989
Mother's Love Support Network	1992

## GRANTEE NAME

## YEARS FUNDED

Mothers On the Move	1997, 1998, 1999, 2000, 2001
Mothers Together	2000, 2001
Mount Sinai Sexual Assault and Violence Intervention Program	2008, 2009, 2010, 2011, 2012
Movement for Justice in El Barrio	2013, 2014, 2015, 2016
Mujeres en Pie (Women Arise!)	1990
Mujeres in Action	1992, 1994
Muslim Women's Institute for Research and Development	2005, 2006, 2007, 2008, 2009
Narco Freedom, Inc. (Children and Families Together)	1992
National Asian Pacific American Women's Forum	2016
National Latina Institute for Reproductive Health	2014, 2015, 2016
National Mobilization Against Sweatshops	2002, 2003, 2010, 2011, 2012
Nazareth Housing, Inc.	1995
Neighborhood Self-Help By Older Persons Project, Inc.	2004, 2005, 2006
Neighbors Helping Neighbors	2015, 2016
Neighbors Together	2015, 2016
Networking Project for Disabled Women and Girls	1988, 1992
New Destiny Housing Corporation	2000, 2001, 2002, 2003, 2005
New Economy Project (formerly: Neighborhood Economic Development Advocacy Project)	2005, 2006, 2007, 2008, 2009, 2015, 2016
New Settlement Apartments	2005, 2006, 2007, 2008, 2009
New York Asian Women's Center, Inc. (Currently "I Am Womankind")	1989, 2000, 2001, 2002, 2003
New York Black Women's Health Project	1991
New York City Alliance Against Sexual Assault	2004, 2011, 2012, 2013, 2014
New York City Gay and Lesbian Anti-Violence Project	2012, 2013, 2014, 2015, 2016
New York City/Lesbian Health Fair Organization Committee	1996
New York Civil Liberties Union Foundation	2005, 2006, 2007, 2008, 2009
New York Legal Assistance Group	2011, 2012, 2013

## GRANTEE NAME

## YEARS FUNDED

GRANTEE NAME	YEARS FUNDED
New York Paid Leave Coalition	2015, 2016
New York SCORES/America SCORES New York	2004, 2005, 2006, 2007, 2008
New York Women's Employment Center (WCECA)	2003, 2005, 2006, 2007, 2008, 2009
NICE (New Immigrant Community Empowerment)	2015, 2016
Non-Traditional Employment for Women (NEW)	1989, 2000, 2001, 2002, 2003
North Brooklyn Coalition Against Family Violence	2003
Northwest Bronx Community and Clergy Coalition	2000, 2001, 2006, 2007, 2008, 2009
Opportunity Program for Women	1992
P.A.'L.A.N.T.E. Harlem	2015, 2016
ParentJobNet, Inc.	2008, 2009, 2010, 2011, 2012
Participatory Budgeting Project	2012, 2013, 2014, 2015, 2016
Per Scholas Inc.	2012, 2013, 2014, 2015, 2016
Picture the Homeless	2003, 2004, 2005, 2006, 2007
Polish-American Council for Children and Families, Inc.	1996
PowHer New York	2015, 2016
Pride Center of Staten Island	2015, 2016
Project Greenhope: Services for Women, Inc.	1993, 1997
Project Harmony, Inc.	1995
Project Hospitality	2003, 2004
Project Superwoman Collaborative	2000
Project Teen Aid Family Services (formerly the Rose F. Kennedy Family Center)	1993, 1995, 1996, 1998, 1999
Providence House, Inc.	1998, 1999, 2001
Queens Women's Network	1991
Queer Detainee Empowerment Project	2015, 2016
Queers for Economic Justice- closed	2007, 2008, 2009, 2010, 2011
Racetrack Chaplaincy of America – NY Division	2016

## GRANTEE NAME

## YEARS FUNDED

Rainbow Center	1995
Reap & Keep Educational Services	1993
Reconciliation & Culture Cooperative Network	2002
Red Hook Initiative	2004, 2005, 2006, 2007, 2008, 2009
Red Umbrella Project	2012, 2013, 2014, 2015, 2016
Rena Day Care Centers, Inc./Rena FDC Network	1999, 2000, 2001
Research Foundation of CUNY on behalf of John Jay College Prisoner Reentry Institute (PRI)	2015, 2016
Resilience Advocacy Project	2006, 2007, 2008, 2009, 2010, 2015, 2016
Restaurant Opportunities Center of New York	2006, 2007, 2008, 2009, 2010
Ridgewood bushwick Senior Citizens Council, Inc.	2004, 2005, 2006, 2007, 2008, 2009◇
RightRides for Women's Safety- closed	2008, 2009, 2010, 2011, 2012
Rise Magazine	2015, 2016
Riverside Church Youth Program	2000
Row New York	2008, 2009, 2010, 2011, 2012
Sadie Nash Leadership Project	2004, 2005, 2006, 2007, 2008, 2009
Sakhi for South Asian Women	1991, 1994, 1995, 2001, 2003, 2009, 2010, 2011, 2012
Sanctuary for Families	1988, 2011, 2012, 2013, 2014, 2016
Sauti Yetu Center for African Women	2006, 2007, 2008, 2009, 2010
Service Women's Action Network	2010, 2011, 2012, 2013, 2014
Serving Our Selves (SOS)	1992
Sex Workers Project of the Urban Justice Center	2003, 2004, 2005, 2006, 2007
Sexual Health Innovations	2015, 2016
Shalom Task Force	1995, 1996, 1997, 2000, 2001
Sinergia, Inc.	1993
Sista Il Sista	1999, 2000, 2001, 2002, 2003
Sistas on the Rise	2005, 2006, 2007, 2008, 2009

GRANTEE NAME	YEARS FUNDED
Sister Outsider	2002, 2004
Sisterhood Mobilized for AIDS/HIV Research and Treatment	2006, 2007, 2008, 2009, 2010
Social Agenda, Inc.	2002
Society for the Preservation of Weeksville & Bedford-Stuyvesant History	1997
Soledad O'Brien & Brad Raymond Foundation (Currently "Powherful Foundation")	2013, 2014, 2015, 2016
South Asian Youth Action (SAYA!), Inc.	1998, 1999, 2000, 2001, 2002, 2016
South Brooklyn Local Development Corporation	1995, 1998
South Jamaica Services for Families and Children, Inc.	1994
SPARKS	2011, 2012, 2013, 2014, 2015
St. Francis Xavier's Action Youth	1995, 1996, 1998
St. Peter's Childcare Network	1991
St. Rita's Center- closed	1994
St. Vincent's Services	2010, 2011, 2012, 2013
Star of the Sea, Inc.	1993, 1995
Start Small. Think Big., Inc.	2012, 2013, 2014, 2015, 2016
Staten Island Teen Pregnancy Network	1993
STEPS to End Family Violence	1993
Streetwise and Safe	2014, 2015
STRIVE/East Harlem Employment Services	2011, 2012, 2013, 2014, 2016
Sylvia Rivera Law Project	2007, 2008, 2009, 2010, 2011, 2016
T.O.P.S. For You, Inc.	1991, 1996, 1998
Take Charge/Be Somebody Youth Network	1995
TAMKEEN: The Center for Arab American Empowerment	2006, 2007, 2008, 2009, 2010
Tenants & Neighbors	2015, 2016
The Alex House Project, 2016	2015
The Debt Collective	2015, 2016

## GRANTEE NAME

## YEARS FUNDED

GRANTEE NAME	YEARS FUNDED
The Door	2015, 2016
The POINT Community Development Center	2011, 2012, 2013, 2014, 2015
Turning Point for Women and Families	2007, 2008, 2009, 2010, 2011
Union Settlement Association	2011, 2012, 2013, 2014, 2015, 2016
United Community Centers, Inc.	2013, 2014, 2015, 2016
United Women Firefighters of New York	2015, 2016
University Neighborhood Housing Program	1999
Upwardly Global	2009, 2010, 2011, 2012, 2013, 2014
Urban Upbound	2013, 2014
VAMOS Unidos	2008, 2009, 2010, 2011, 2012, 2013
Vera Institute of Justice	2016
Violence Intervention Program (VIP)	1990, 1993, 1995, 2000, 2010, 2011, 2012, 2013, 2016
VOCAL-NY (Voiced of Community Activists and Leaders)	2015, 2016
Voces Latinas	2008, 2009, 2010, 2011, 2012, 2013
Voice & Vision	1997
Voices UnBroken	2010, 2011, 2012, 2013, 2014
We Interrupt this Message	2001
Welfare Rights Initiative	2000, 2001, 2002, 2003, 2004, 2005, 2015
Westchester Square Partnership (now known as SAPNA, Inc)	2011, 2012, 2013, 2014
Women and AIDS Resource Network (WARN)	1990
Women and Work	2004, 2005, 2006, 2007, 2008
Women for Afghan Women	2004, 2005, 2006, 2007, 2008, 2009
Women for Economic and Educational Mobility (WEEM)	1994, 1995
Women In Steel, Inc.	1995
Women Organizing Neighborhoods	2015
Women's Venture Fund	2002

GRANTEE NAME	YEARS FUNDED
WomenCare, Inc.	1990, 1991, 1992, 1998
Women's Advocate Ministry, Inc.	1993, 1996, 1999, 2000
Women's Center for Education and Career Advancement	2003, 2005, 2006, 2007, 2008, 2009
Women's Health Education Project	1991, 1992, 1993
Women's HIV Collaborative of New York	2006, 2007, 2008, 2009, 2010
Women's HIV Legal Advocacy Project	1992, 1993
Women's Housing and Economic Development Corporation (WHEDCo)	1999, 2003, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2016
Women's Housing Coalition	1988
Women's Information Network	2000
Women's Justice Alliance	1994
Women's Project of the Association for Union Democracy	1992
Workers' AWAAZ	1998
Year Up New York	2011, 2012, 2013, 2014, 2015
Young Women of Color HIV/AIDS Coalition	2007, 2008, 2009, 2010, 2011
Youth Advocacy Center	1995
Youth At Risk, Inc. (f.k.a. New York Youth At Risk)	2000, 2001, 2002, 2003, 2004
Youth Empowerment Mission	2001, 2004, 2005, 2006, 2007
Youth Ministries for Peace & Justice	2005, 2006, 2007, 2008, 2009
YWCA of Queens	2009, 2010, 2011, 2012, 2013, 2014
YWCA of the City of New York	2016

## BOARD ALUMNAE

Natalie Abatemarco	Mildred Chan	Evan Donaldson *	Eloisa Gordon	Virginia R. Joffe*
Suzanne Ainslie	Anita T. Channapati	Kimberly E. Donaldson	Lynda D. Gray	Janice M. Johnson
Nereida S. Andino	Aiyong Choi	Nancy M. Dorsinville	Verona Greenland	Anne Beverly Jones
Carole Angermeir	Josephine M. Clement	Nicky M. Edlich*	Audrey Gruss	Katherine S. Kahan
Betty D. Arce	Roxanne Coady	Patricia Eng	Janet T. Gusman	Marion S. Kaplan
Maria Arias	Berta L. Colón	Somers W. Farkas	Polly W. Guth *	Edith Kelly *
Wendy A. Bach	Olivia H. Cousins	Elizabeth Fernandez	Judith L. Hall	Jean B. Kilborne
Didi Barrett	Joyce B. Cowin	Martha M. Ferry	Anne Hartwell *	Grace K. Kim
Brooke Beardslee	Sarah A. Crane *	Julie Fontaine	Katharine R. Henderson	Kwanghee Kim
Judith Roth Berkowitz	Susan R. Cullman	Jane A. Freeman	Carolyn D. Hermogenes	Sarah S. Kovner
Martha D. Bernstein	Stacey Cumberbatch	Cindy Fukui Gim	Grace Hightower De Niro	Antoinette E. La Belle
Sayu V. Bhojwani	Judith G. Daniels*	Arlyn S. Gardner	Adria S. Hillman	Wei Lam
Robyn Brady Ince	Anne S. Davidson	Selena Gardner	Madeline Lamour Holder	Sandra A. Lamb
Gloria Primm Brown	Susan L. Davis	Cecilia M. Gastón	Lisa M. Holton	Nancy Lebron
Carolyn Buck Luce	Anne E. Delaney	Mary Ellen Geisser	Elizabeth C. Houghteling	Hali Lee
Marjorie A. Cadogan	Keiko I. DeLille	Traci M. Gibson	Carole Hunt	Josephine Linden
Alice Cardona *	Tuhina De O'Connor	Leslie Gimbel	Helen LaKelly Hunt	Melanie Lyons
Shona Chakravartty	Abigail E. Disney	Susan Ginkel	Audrey M. Hutchinson	Jean Mahoney



Idelisse Malave	Stacia Murphy	Lucille Renwick	Anne Sheffield	Barbara Manfrey Vogelstein
Rosevelie Marquez Morales	Sharon A. Myrie	Weslie Resnick Janeway	Joan Sherman	Sukey N. Wagner
Nell Martin	Brenda Neal	Yolanda Rivera	Ann Short	Myrle H. Wall
Jessica McClintock Kelly	Sheila Nemazee	Barbara B. Roberts	Barbara Smith	Joan Melber Warburg*
Anne Mendel McCormack	Laura J.C. Nurse	Maria Teresa Rojas	Connie Solomon *	Charlotte C. Weber
Rhonda Joy McLean	Susan J. Onuma	Nancy Roosevelt Ireland	Brande Stellings	Sandra Weiksner
Friedrike Merck	Maria E. Otero	Rossana Rosado	Margaret L. Stevens	Kathryn Weill
Gerri W. Merrick	Silda Palerm	A. Stacey Rouse	Carmen S. Suardy	Patricia A. White
Gloria W. Milliken *	Jane Pauley	Yolanda Sanchez *	Linda Tarry Chard	Shawna Wilson
Rhonda Mims	Mahsa Pelosky	Sheri Sandler	Diana Taylor	Deanne Howard Winokur
Gail S. Miner	Janice Perlman	Laura M. Schachter Hertzog	Betty Terrell-Cruz	Barbara Brizzi Wynne
Jeannie Minskoff Grant	Carroll Petrie*	Heidi L. Schneider	Myra Leigh Tobin	Barrie Zesiger
Mary C. Mitchell	Lili Pew	Sara Lee Schupf	Christina Toosie	
Elisabeth Luce Moore *	Karen A. Phillips	Marian L. Schwarz	Catherine Tracy	
Katharine Mountcastle	Lisa L. Philp	Mary Carroll W. Scott	Mary Jean Tully *	
Margaret Munzer Loeb	Rosemonde Pierre-Louis	Elinor A. Seevak	Lola Van Wagenen	
Sondra Murphy	Suki Terada Ports	Purvi Shah	Amy Vance *	
	Linda E. Rappaport		Helen Vanderbilt *	<b>* Deceased</b>

## BOARD of DIRECTORS: 2016 – 2017

**Yvonne Quinn**

*Chair*

**Kwanza Butler**

*Vice Chair*

**Elba Montalvo**

*Secretary*

**Tracey Schusterman**

*Treasurer*

**Abigail Disney**

*Honorary Chair*

**Helen LaKelly Hunt**

*Chair Emerita*

Fran Barrett

Hyatt Bass

Andrea Batista-Schlesinger

Taina Bien-Aimé

Susan Coté

Lorraine Cortes Vasquez

Virginia Day

Jennifer Giacobbe

Cathy Isaacson

Carolyn Rossip Malcolm

Grainne McNamara

Yvonne Moore

Margaret Morrison

Jeanne Mullgrav

Priscilla Painton

Michele O. Penzer

Merble Reagon

Karen Reynolds Sharkey

Janet Riccio

Irma Rodriguez

Jean Shafiroff

Celeste Smith

Regan Solmo

Stephanie Wang-Breal

The New York Women's Foundation commissioned Susan Leicher for this report in honor of our 30th Anniversary. We are grateful for her commitment to uplifting the vision of our founders, and the dedication of The Foundation's entire community over the last three decades.

---

Graphic Design: Paula Cyhan



THE NEW YORK WOMEN'S FOUNDATION | 39 BROADWAY, 23 FLOOR, NEW YORK, NY 10006  
TEL: 212-514-6993 | E-MAIL: HELLO@NYWF.ORG | WWW.NYWF.ORG

---

 @NYWOMENSFDN |  NEWYORKWOMENSFUNDATION |  @NYWOMENSFDN