

**THE  
NEW YORK  
WOMEN'S  
FOUNDATION**

Radical generosity.

# 2016 Annual Report





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

## A Message from the Board Chair and President & CEO

The New York Women's Foundation had a successful year—complete with many “first-of-its kind” initiatives and advancements, made possible by your generous support and the incredible work and dedication of our grantee partners. We are grateful to have you with us, standing with all the women of New York City—community leaders who work on the frontlines of poverty, violence, and racial and ethnic discrimination; women who tirelessly work to uplift themselves and their families; and women who donate to and volunteer at The Foundation. The change our work creates simply would not be possible without our cross-cultural alliance of women from every borough and background. Together, we create a better New York City for all.

In 2016, The New York Women's Foundation distributed \$7.61 million, a significant increase of \$1.6 million over last year. 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. This increase in grants aims to address a continuum of complex needs faced by women and families in underinvested communities, facing poverty and economic insecurity.

During the year, The Foundation achieved broader impact through our work and the work of 90 grantee partners across the five boroughs. Indeed, we expanded our visibility and influence, and most notably saw our local successes inspire national change: We partnered with the White House Council on Women and Girls to share our work on the Young Women's Initiative of New York City and in doing so, we inspired 7 other women's foundations across the nation to begin their own initiatives for young women. We co-founded Prosperity Together, a first-of-its-kind partnership with 27 public U.S. women's foundations committing \$100 million in funding over five years to create economic security for women and families across the nation, which in its first year distributed \$29 million—46 percent higher than projected.

As we mark our 30th anniversary in 2017, the lives of underinvested women and families in New York City are more important and challenged than ever. We are here, as we have been for the past three decades, taking bold action to support justice and economic security for the women and families who need it most.

Thank you for your commitment and for putting your trust, resources, and hope in us. As we continue our mission to make a better New York City for all, we know we can count on your support.

Warm regards,

A handwritten signature in black ink, appearing to read "Ana L. Oliveira".

Ana L. Oliveira  
President & CEO

A handwritten signature in black ink, appearing to read "Yvonne Quinn".

Yvonne Quinn  
Chair

## WHAT THE FOUNDATION DOES LIKE NO OTHER

Over the past three decades, our \$58 million of grants have helped establish a network of more than 350 grantee partners—most of which continue to flourish. In collaboration with our grantee partners, we bolster the safety, health and economic security of women and families across the five boroughs.

We transform individual lives, strengthen families and communities, and create a better New York City for all.



### Fund.

The New York Women's Foundation funds women leaders building solutions in their communities.



### Invest.

We invest in women's leadership by providing training, coaching, and fostering connections with other leaders.



### Measure.

We measure impact and invest in what works to create a more economically secure and just city.



### Spark.

We spark partnerships with local and national institutions across sectors to address issues that are critical to women and families. And our local successes inspire national change.



### Gather.

We gather, distill and disseminate analyses and insights into what New York City's women and families need and are achieving.



### Engage.

We engage supporters by training them in activism and philanthropy to build and sustain women's progress.



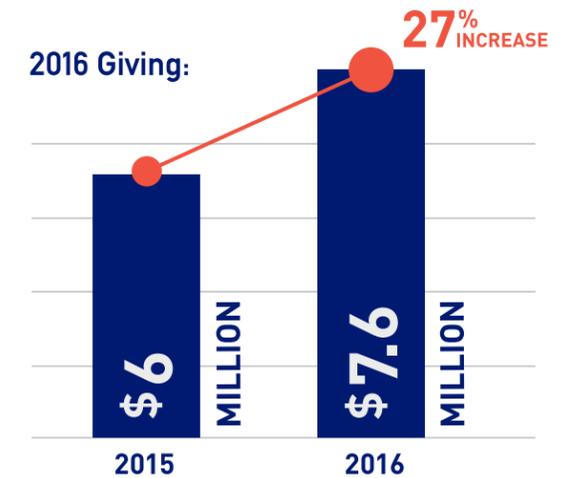
## Our Giving

Philanthropy is more than an act of giving. It is a highly participatory and broadly influential engine for social change that shapes the world.

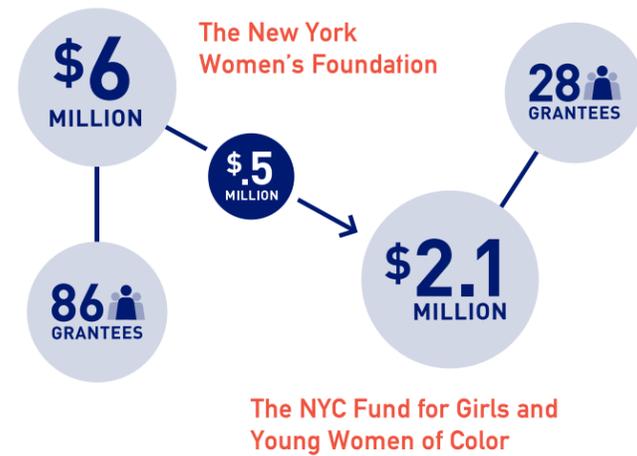
### The year 2016 was one of expansion and engagement for The New York Women's Foundation.

The Foundation **distributed more grants than ever before: a total of \$7.61 million** with \$6 million from The Foundation and \$2.11 million via The NYC Fund for Girls and Young Women of Color. This investment propels us forward in removing barriers and creating opportunities for women, girls and families living at or below the poverty level in our city.

Our Supporters: The Foundation has brought together an alliance of women from all backgrounds and means since its founding in 1987. They have stood stronger together, pooling resources to achieve bigger, more lasting results. We ask all to come as they are and do what they can. We are proud to report that more women are standing together than ever for all of the women of New York City. In 2016, **we increased our number of donors by 14 percent**—our highest yet.



**BREAKDOWN:**



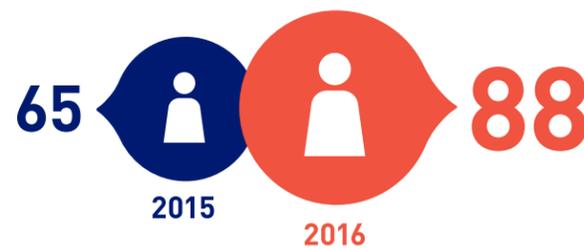
Our inclusive approach encompasses our **participatory grantmaking approach**, ensuring that communities we serve play a vital role in what we fund. Volunteers participating in The Foundation's Grants Advisory Committee work in cross-cultural teams reviewing proposals, conducting site visits and

making recommendations for funding. This unique approach allows us to leverage the talents of local women in finding and supporting effective programs, keeping grantmaking transparent and close to the community.

In 2016, our **participatory grantmaking approach was expanded to include girls** through our innovative Girls Ignite! Grantmaking initiative with our grantee partner, YWCA of the City of New York. The program empowers the next generation of philanthropists by providing fellowships to 15 teenage girls and gender-fluid youth of varying racial, ethnic and cultural backgrounds from across the city, to explore social justice issues, leadership, advocacy, peer group dynamics, community engagement, and financial decision making. This unique nine-month program affords participants the opportunity to work as a team to distribute The Foundation's youth grantmaking funds to local, youth-led nonprofit organizations or projects selected by the group.



**Participatory Grantmaking:**  
35% Increase in women volunteering



We also made **targeted investments in communities and on issues to accelerate change.**

Through our **Partnership for Women's Prosperity** initiative, now in its fourth year, The New York Women's Foundation invested in 10 organizations in Upper Manhattan and the South Bronx as part of a localized effort to expand access and overcome obstacles to middle-level and living wage jobs and other income generating opportunities faced by low-income women in these neighborhoods. Investments are focused on education, job training and placement, business development and entrepreneurship, asset building and financial literacy, and work supports.

The Foundation has also embarked on a partnership to advance the health, welfare, and economic potential of immigrant women and families working in racing and backstretch jobs at Belmont Park, Aqueduct Raceway, and the Saratoga Race Course. The **Belmont Backstretch Workers Project** is engaging three existing nonprofit organizations that serve this community: The Backstretch Employee Service Team, The Belmont Childcare Association, and the NY Racetrack Chaplaincy to expand their impact. Together, they provide a range of services including mental health, substance use and reproductive health care services, support groups, community social events, and early childhood education.





## Our Impact

The New York Women's Foundation accelerated the progress of important economic security advancements in 2016 by supporting grantee partners' work to create change that will improve conditions for people in New York and beyond.



### Fairness

Mayoral executive order eliminating salary history as a requirement for NYC government jobs.



### Wellbeing

The U.S. Department of Labor rule ensuring 1.15 million people who work on federal contracts can earn paid sick time.



### Access

Mayoral executive order granting people access to public facilities that correspond with their gender identity.



### Equality

U.S. Equal Employment Opportunity Commission (in cooperation with the Department of Labor) tool to root out unlawful pay discrimination in our nation's workplaces.



### Expansion

State expansion of H.I.V. Benefits in NYC to include public assistance for housing, transportation and food.



### Empowerment

Smartphone app for day laborers to rate employers, document worker rights violations and prevent wage theft at New York Day Labor Centers.



## Progress

We furthered our critically important work on criminal justice reform, because we know that over-criminalization of women is a major contributor to the economic insecurity and vulnerability of women.

#### Examples include:

- The Foundation supported the Prisoner Reentry Institute at John Jay College of Criminal Justice in research resulting in a report titled, **Women InJustice: Gender and the Pathway to Jail in New York City**. The report aims to bridge information gaps to help criminal justice reform experts better understand the unique needs of women, and to help those steeped in women's services to better understand the context of the criminal justice system.
- This year, President & CEO Ana Oliveira was named to **The Independent Commission on New York City Criminal Justice and Incarceration Reform**, which is exploring the possibility of closing Rikers Island amongst other issues.



- The Foundation and the Impact Center for Public Interest Law at New York Law School partnered with Sara Bennett, a former criminal defense attorney and photographer, on a month-long display of her photo portrait series of formerly incarcerated women, **Life After Life in Prison**. A panel was held on the experiences of women in the prison system with Ms. Bennett; Soffiyah Elijah, former Executive Director of Correctional Association of NY; Vivian Nixon, Executive Director of College and Community Fellowship; Keila P., pictured in **Life After Life in Prison**; and moderator Adele Bernhard, Adjunct Professor and Director of the New York Law School Post-Conviction Innocence Clinic.



## Sharing Knowledge

In 2016, The Foundation offered bold leadership in exploring strategies, programs, and initiatives that work—bringing community, policy, and research experts together.

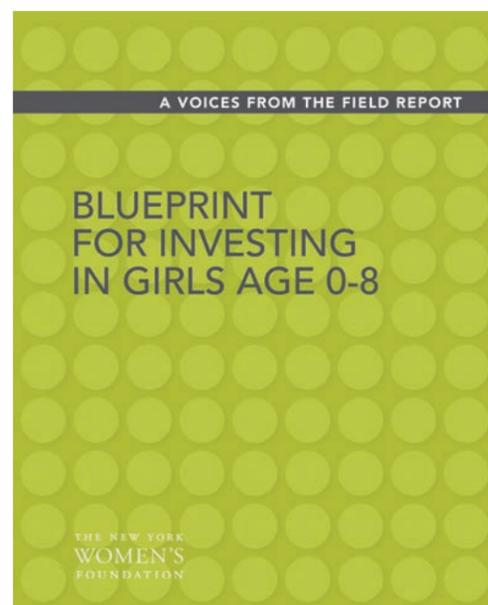
### Publications

The Foundation released the third report from our **Voices from the Field** series, **Blueprint for Investing in Girls Age 0-8**, which makes key recommendations on how nonprofit, public sector, and philanthropic entities can better support NYC's young girls, their mothers, and caretakers.

#### Among the report's findings:

- Low-income mothers in NYC have highly-limited access to the basic guidance, support, respite and childcare resources needed to be effective nurturers and first teachers.
- Low-income women of color are overwhelmingly both the main/sole wage earners and the main/sole caregivers for their families.
- Low-wage working women overwhelmingly hold service and retail jobs characterized by minimal pay scales, erratic hours and total lack of flexibility.
- Workers staffing NYC's subsidized childcare programs are predominantly women of color earning salaries that put them barely over the poverty line.

- Informal caregivers — often the only available to low-income mothers — have limited access to ongoing training, support, feedback and supervision that their work merits and requires.



### Events

The Foundation held several public education events, covering topics from women's incarceration to the role of women in building healthier communities.



Exciting new data was presented by bipartisan pollsters, Celinda Lake and Vince Breglio. Additionally, a panel of community organizers shared insights from their work: Ana Orozco, UPROSE; Angela A. Tovar, The Point CDC; and Marcia Bystryn, New York League of Conservation Voters.

#### Building Healthier Communities: Environment, Energy, and the Role of Women

featured a robust discussion on the role of women in driving the adoption of renewable energy in communities, in partnership with the Civil Society Institute.

#### In Focus: Election Outcomes & the Future for Women

featured a conversation about the future for women guided by the possible outcomes for the 2016 U.S. Presidential Election, in partnership with Latham & Watkins's Women Enriching Business.



We brought together leading journalists Maria Hinojosa, Anchor and Executive Producer of NPR's Latino USA and Founder, President & CEO of Futuro Media Group; Jodi Kantor, Reporter, The New York Times; and Feminista Jones, writer & activist, for a spirited conversation.



Panelists include: Reshmi Sengupta, Sakhi for South Asian Women; Chanda Hill, SCO Family of Services; Dawn DeCosta, Thurgood Marshall Academy Lower School; and Jocelyn Rodriguez, Committee for Hispanic Children and Families. Journalist Soledad O'Brien, founder of Starfish Media Group, moderated.

#### Blueprint for Investing in Girls Age 0-8

report release and panel discussion convened a group of experts to discuss the report.

### Media Coverage

The Foundation increased its visibility in the media and secured coverage and op-eds in outlets including: Huffington Post (Ana Oliveira's blog), CityLimits, The New York Times, New York Daily News, NY Nonprofit Media, Mic News, El Diario, Grantcraft, Philanthropy NY, Politico, Chronicle of Philanthropy, Time Out New York, WCBS Radio, and Fresh 102.7 Magazine.



## Local Action to National Influence

In an effort to accelerate change for women and girls on a larger scale, The Foundation sparked partnerships across sectors and saw its local successes inspire efforts across the country.



### Young Women's Initiative of New York City

The **Young Women's Initiative of New York City (YWI)**, which The Foundation co-chaired, completed its work and released recommendations in 2016. Founded by NYC City Council Speaker Melissa Mark-Viverito, YWI is the nation's first-ever effort to create a long-term blueprint for investing in young women of color by creating policy and funding recommendations in support of their success. As a philanthropic partner, The Foundation took a leadership role in this partnership of visioning and creating the framework for improving the lives of young women and girls.



### The National Young Women's Collaborative

The Foundation's work in New York City on YWI inspired the launch of seven new Young Women's Initiatives by sister foundations and organizations around the nation. Together, this group has created **The National Young Women's Collaborative** to support this important work. Ana Oliveira, President & CEO of The New York Women's Foundation, announced the expansion to seven new locales at **The White House United State of Women Summit** in June.



### Prosperity Together

In 2016, The New York Women's Foundation joined 27 public U.S. women's foundations, along with the Women's Funding Network, in announcing **Prosperity Together (PT)**, a five-year, \$100 million funding initiative to create opportunities and break down barriers to women's economic security across the United States. In 2016, PT members collectively invested more than \$29 million, exceeding the expected investment of \$20 million for the first year. PT builds on the more than 30 years of expertise and leadership of U.S. women's foundations to fund programs including job training, child care, and research that have proven effective nationwide.

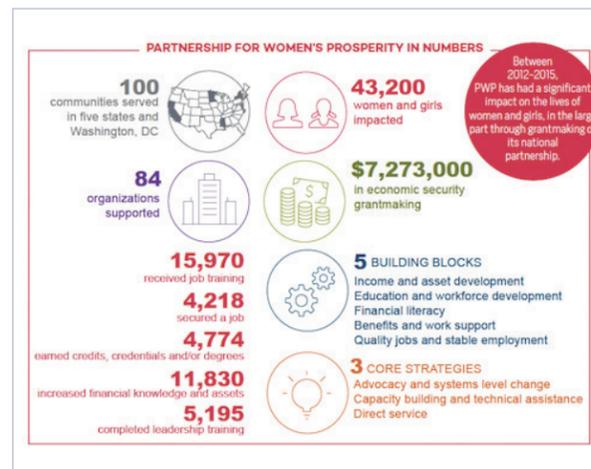


### The NYC Fund for Girls and Young Women of Color

**The NYC Fund for Girls and Young Women of Color**, co-founded and managed by and housed at The Foundation, is the first of its kind in the United States and is unique in its specific mission to transform the lives of young women of color—breaking generational cycles of poverty, abuse, and disinvestment. In 2016, The Fund distributed a total of \$2.11 million to 28 nonprofit organizations throughout the five boroughs.

The Fund continues to grow its membership, which currently stands at 17 members: Andrus Family Fund, Brooklyn Community Foundation, Cricket Island Foundation, Ford Foundation, Foundation For A Just Society, Jessie Smith Noyes Foundation, Ms. Foundation for Women, New York Community Trust, The New York Foundation, The New York Women's Foundation, North Star Fund, NoVo Foundation, Pinkerton Foundation, Scherman Foundation, Schott Foundation, Surdna Foundation, and Third Wave Fund.

The Fund is an example of collaborative philanthropy where organizations pool resources to achieve more than what one foundation can do alone. Launched by The New York Women's Foundation and NoVo Foundation in 2014, it was formed to increase philanthropic resources available to organizations that advance the leadership of New York's girls and young women of color and address longstanding issues that inhibit opportunity and provoke inequity.



### Partnership for Women's Prosperity

The Foundation is a member of the **Partnership for Women's Prosperity (PWP)**, a national partnership with five other women's funds working to strengthen opportunities for economic security for low-income women. Our funding through PWP is supporting our work in the Bronx and Upper Manhattan with resources aimed to meet the needs of low-income women with a unique and comprehensive package of supports that are necessary to create a stable life, which may include help with English language proficiency, access to vocational and higher education, rights as caregivers and overcoming histories of criminal justice involvement, substance abuse and intimate partner violence.



## Meet Our Grantee Partners

We invest to remove barriers and create opportunities in each of the areas listed below. In addition, The Foundation uses targeted strategies to further propel positive change for underinvested women and girls.

### Economic Security

The New York Women's Foundation promotes the economic security and independence of women and girls by supporting programs that provide greater access to education, job training, employment, and financial resources while also working to achieve economic justice. Visit our website to meet our grantee partners.

#### Meet Jada, Girls Write Now

Jada still remembers the moment she knew writing was going to change her life for the better. She was sitting alongside her mentor Linda, a freelance writer and journalist, at a Girls Write Now writing workshop, where mentor-mentee pairs hone their skills, listen to experts in the field, and support each other as a community.

The workshop inspired Jada. "I told myself, I'm going to write each day," she tells us. Linda has been a solid support figure in Jada's life, writing alongside her at Girls Write Now workshops, encouraging her through the college application process, and nudging her to apply for The Princeton University Summer Journalism Program.

Linda says, "Jada wasn't going to apply at first but I said, 'What do you have to lose?'— and she got in!" Linda and Jada's special bond was particularly helpful this past year when Jada's life took a sudden turn: her mother, sister, and brother had to move into a housing shelter. Linda and Jada continue to meet once a week for their pair session, no matter the distance. "We meet all over," Linda reports. "I've been to the Bronx to meet Jada. Sometimes we have dinner after a workshop and write. I've gone to her school when she has a free period, and we write then. We're making it work."

Jada's dedication to her craft recently earned her a highly coveted scholarship from The New York Times College Scholarship Program, which will give her up to \$15,000 per semester toward tuition, a laptop, and a summer job at The New York Times. She graduated as valedictorian in her class at Preparatory Academy for Writers, was recently



published in (R)evolution: The Girls Write Now 2016 Anthology, won an Honorable Mention in the Scholastic Art & Writing Awards, performed at The Girls Write Now Awards in May, and appeared on Fox News with Linda to talk about their experiences. Jada is now attending Connecticut College and tells Girls Write Now, "I am excited at the prospect of beginning a new chapter of my life in college — and to have Linda by my side."

Girls Write Now ([www.girlswritenow.org](http://www.girlswritenow.org)) is New York's first and only writing and mentoring organization for girls. Girls Write Now mentors underserved high school girls from throughout New York City's five boroughs — over 90 percent high need and 95 percent girls of color — who must rise above the race and income-based inequalities of the city's public school system and the nation's workforce. Through one-to-one mentoring with professional women writers and media makers, writing and technology workshops, and leadership, college preparation, and professional development opportunities, Girls Write Now inspires women to share their craft and empowers girls to find their voices and tell their stories.

### Anti-Violence and Safety

The New York Women's Foundation supports programs that address the immediate needs of women, girls, and transgender people who suffer physical, emotional, and sexual abuse. They also confront root causes and work to create lasting changes in institutions and beliefs that perpetuate gender-based violence.

#### Meet Regina, Queer Detainee Empowerment Project (QDEP)

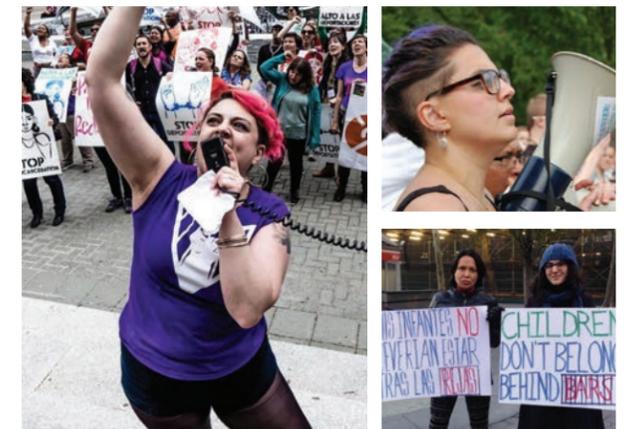
I am an asylum seeker in search of a safe and secure place I can call home. As a Transgender Black woman, I was attacked on many occasions back in my country, Guyana. Being a trans woman has always been difficult in my home country—the society does not understand what it means to be Transgender. On December 9, 2014, I made the decision to flee to avoid further discrimination and prejudice.

Once here, I had no idea where to turn for help. I decided to visit the LGBTQ Center in Manhattan, and began to attend the meetings of immigration support and social action groups. These groups exposed me to social and cultural activities, and during my time there I was introduced to another amazing organization, Queer Detainee Empowerment Project.

I was fortunate to have QDEP take an immediate interest in helping me in any way they could. I explained my situation to Jamila, and she went right to work. I was placed in a program with ROC New York (Restaurant Opportunity Center), where I was exposed to front and back of the house professional restaurant training. I received three certificates while I was there.

I am presently employed as a live-in nanny with a very nice family in Brooklyn. I was connected to the family through Jamila at QDEP and I am glad to say that I feel very safe and happy. All of these accomplishments were made possible because of the dedicated people at QDEP. Through this amazing organization, I was able to secure health insurance, legal representation, work authorization, work training, clothing, food, and now employment and housing. I am part of a QDEP weekly support group, where I have a chance to connect and network with other LGBTQ folks. QDEP continues to do wonders in my life and many other LGBTQ folks.

The Queer Detainee Empowerment Project assists folks coming out of immigration detention in securing structural, health/wellness, educational, legal, and emotional support and services. We work to organize around the structural barriers and state violence that LGBTQI detainee/undocumented folks face related to their immigration status, race, sexuality, and gender expression/identity.



## Health, Sexual Rights, and Reproductive Justice

The New York Women's Foundation supports programs that help women, girls, and gender-fluid individuals take control of their health and sexual rights, and to obtain quality healthcare, including the full range of reproductive services.

### Meet Shatia, Fellow, National Latina Institute for Reproductive Health (NLIRH)

This past May I officially joined NLIRH as the New York Latina Advocacy Network (NY LAN) fellow. I initially became involved with NLIRH in September 2012 when I joined their Young Parent's cohort. At that time, I was approximately seven months pregnant and in the process of learning about my rights and how to advocate for myself.



Since that time, I have become a fierce advocate for the rights of other young parents. Through my work with the NY LAN and NLIRH, I have had the opportunity to share my personal story with the New York City Council and with congressional staff in Washington, DC, as a spokesperson for NLIRH's Young Parents' Dignity Agenda. Last fall, I was invited to join the Young Women's Advisory Council for the Young Women's Initiative, which was started by Council Speaker Melissa Mark-Viverito. The Young Women's Initiative is the first initiative in the nation to specifically target and address systemic disparities that young women face. In this role, I serve as a youth expert for the Young Women's Initiative's Community Support and Opportunity Workgroup, which addresses the needs of young women and girls living in poverty, including those in the foster care system.

National Latina Institute for Reproductive Health (NLIRH) builds Latina power to guarantee the fundamental human right to reproductive health, dignity, and justice. We elevate Latina leaders, mobilize our families and communities, transform the cultural narrative, and catalyze policy change.

## Capacity Building

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

### Meet Beverly Tillery, Executive Director, Anti-Violence Project (AVP)

The New York Women's Foundation was the first philanthropic institution to provide AVP with significant, sustained funding support. The Foundation has been particularly helpful in supporting the development of new and appropriate leadership for AVP.



The Foundation enrolled me in a training program for emerging women leaders of color that was nothing less than lifesaving. It equipped me to think strategically about the challenges that I was encountering as AVP's first black female executive director. It provided me with an invaluable support network of fierce fellow women leaders and it clarified the need to focus on self-care as we negotiate the isolation and stresses of simultaneously juggling service, advocacy, and management tasks while also defending our positions as women of color.

The Foundation's grants have helped us to proactively reach out to young trans individuals and LGBTQ women of color; helped us to educate our own board and staff about the particular situations and potential of those populations; and helped us raise consciousness within the organizations with which we regularly collaborate. Perhaps most importantly, their support has allowed us to begin nurturing a robust cohort of young leaders within those two populations—to tap the authentic talents and perspectives that AVP so vitally needs for its ongoing progress.

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. You can't separate structural progress from individual and institutional progress. And no one understands those interrelationships better than The New York Women's Foundation.

Anti-Violence Project works to address and end all forms of violence through organizing and education and supports survivors through counseling and advocacy. Beverly is an experienced thought leader, advocate, and national organizer with nearly three decades of experience working in social justice movements.



## Our Grantmaking

### 2016 Capacity Building Initiative

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

In 2016, The Foundation provided a total of \$260,000 in capacity-building support that leveraged the expertise of a variety of technical assistance supports in New York City. This disbursement enabled one-on-one consulting services and cohort learning opportunities for our grantee partners. In addition, grantee partners could apply for individual capacity-building grants to pursue customized technical assistance services from consultants of their choosing. Grantee partners were also provided access to a variety of workshops and trainings through The Foundation's continued partnership with the New York City Capacity Building Funder's Collaborative.

### 2016 Capacity Building Grants

The Foundation awarded a total of \$139,000 in capacity-building grants to 26 grantee partners to strengthen organizational infrastructure and increase the effectiveness of their programmatic activities. Organizations requested assistance in the following areas: board development, communications, evaluation, fundraising, information technology, program development, and strategic planning. Please visit our grantee partner directory to learn more.

## 2016 Capacity Building Partnerships

The Foundation provides capacity building support to grantees through strategic partnerships with nonprofit consulting firms. Through these partnerships, 33 of The Foundation's grantee partners participated in structured peer learning opportunities, combined with one-on-one consultations, to increase their programmatic capacities in leadership and organizational development, strategic planning, and fundraising.

- **Cause Effective** provided a series of workshops and one-on-one consultations for grantee partners to strengthen individual donor development and increase overall fundraising capacity.
- The **Omega Women's Leadership Center at the Omega Institute** provided an intensive leadership development retreat and support for grantee partners to explore their unique leadership values, vision, and voice as women leaders.
- The **Kripalu Institute for Extraordinary Living** provided grantee partners the opportunity to participate in a weeklong immersion program to unlock their innate capacity for stress resilience and optimal performance through mindfulness tools and practices.
- The **Citizens Committee for New York City** provided micro-grants, project planning assistance, and resources to projects that are helping women address the unique needs they face in New York City's low-income neighborhoods.

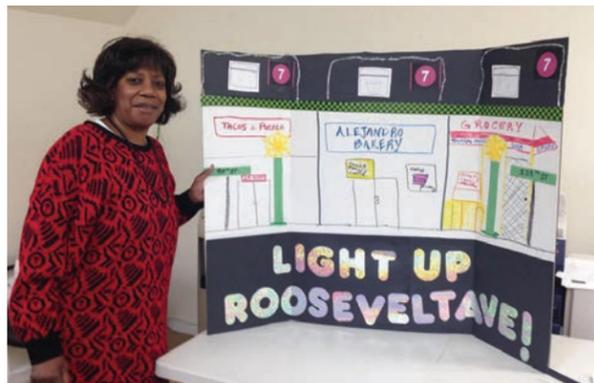
## 2016 New York Capacity Building Funder's Collaborative

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

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

In 2016, The Foundation partnered with the New York City Capacity Building Funder's Collaborative to offer grantees the following workshops and trainings:

- Leadership Transition
- Media Training
- Weathering the Storms: Protecting Your Organization Against Opposition Attacks
- Women of Color & Gender Nonconforming Leaders Empowerment Series
- Direct Action Campaigning
- Financial Management
- Effective Community Organizing
- Storytelling
- Grassroots Fundraising
- City Hall Advocacy



## 2016 Strategic Discretionary Grants

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

In 2016, The Foundation awarded \$478,400, including the following organizations:

### ACTM

For enhanced community engagement activities

### African Women's Development Fund

For enhanced community engagement activities

### AICH

For support of Native American youth organizing efforts in New York City

### Asian American Impact Fund

For support to small and emerging organizations working with underinvested Asian-American and Pacific Islanders in NYC

### Association of Fundraising Professionals

For the Real Time Grantmaking Education Session at Fundraising Day New York

### Athena Film Festival

For support of the 2016 Athena Film Festival

### Black Women in Medicine (URU)

For multimedia educational program that celebrates the history, status, and future of women of color in medicine

### Black Women's Blueprint

For support of the 2016 Truth and Reconciliation Commission

### BLK Projek

For the 2016 Not Just Talk Summit

### CAAIV

For enhanced community engagement activities

### Center for Popular Democracy

For enhanced community engagement activities

### CHCF

For enhanced community engagement activities

### Cidadao Global

For enhanced community engagement activities

### Civic Nation

For the White House United State of Women Summit

### Columbia University Institute for Research in African-American Studies

For support of the Black Girl Movement Conference

### Cornell University Workers Institute

For research efforts on the domestic worker industry

### CREA

For literacy and leadership development activities for immigrant women in East Harlem

### The National Crittenton Foundation

For the Girls @ the Margin National Alliance

### Extreme Kids

For expansion of community center space for children and families with disabilities in Queens

### FELPS

For their Fellowship for Emerging Leaders in Public Service program

### Fiscal Policy Institute

For enhanced community engagement activities

### Futuro Media

For work to support diversity in journalism in New York City

### Girls Leadership Institute

For the national study Closing the Gap, Understanding How Girls of Color Become Leaders

### GRITtv

For coverage of the 2016 political process from the perspective of grassroots women and community leaders

### Iris House

For the annual Women as the Face of AIDS Summit

### Jews for Racial and Economic Justice

For outreach, engagement, and training opportunities for women and LGBTQ communities in NYC

### JFREJ

For their executive leadership transition

### JustLeadership

For enhanced community engagement activities

### Latino Leadership Institute

For work leadership training, community dialogues, and voter education efforts for the Latino community in NYC

**Latino Leadership Institute**

To support civic engagement and leadership development opportunities for women in NYC

**League of Professional Theater Women**

For support of their strategic planning process

**Mayor's Fund to Advance New York City**

For 2016 Women in Politics forum

**National Conference on Puerto Rican Women**

For enhanced community engagement activities

**New Leaders Council**

For outreach, engagement, and training opportunities for women and LGBTQ communities in NYC

**New Sanctuary Coalition**

For a speakers bureau training efforts for undocumented immigrant women in NYC

**New Yorkers for Children**

For the 2016 Girls Matter! Forum

**NY Archival Society**

For the Women's Suffrage Centennial

**Osborne Association**

For research efforts on needs of women at Rose M. Singer Center of Rikers Island

**PACE Center**

For the 2017 All About Girls Summit

**Participatory Budgeting Project**

For enhanced community engagement activities

**Protect our Defenders**

For efforts to convene coalition of female veterans of color who have survived military sexual assault and harassment

**QDEP**

For enhanced community engagement activities

**Sakhi**

For enhanced community engagement activities

**SCO Family of Services**

For enhanced community engagement activities

**SPARKS/Footsteps**

For work to provide mothers and families suffering from Postpartum Depression and other perinatal disorders

**The New School**

For support for emerging women of color writers

**The Williams Institute**

For the LGBTQ Poverty Collaborative's work in New York City

**Thurgood Marshall Lower School Academy**

For enhanced community engagement activities

**Transgender Legal Defense and Education Fund**

For enhanced community engagement activities

**Vote Run Lead**

For the 2016 Dare to Lead New York event

**Washington Area Women's Fund**

For support of nationwide Prosperity Together initiative

**Washington Area Women's Fund**

For support of expansion efforts of the Young Women's Initiative nationally

**Women for Afghan Women**

For enhanced community engagement activities

**Women's City Club**

For enhanced community engagement activities

**Partnership for Women's Prosperity**

As a participant in the Partnership for Women's Prosperity (PWP)—a national partnership with five other women's foundations—The Foundation is working to boost the economic power of women across the USA, community by community. The collective goal is to support economically-vulnerable women and girls to become financially secure through advancements in education, job training and employment, and innovative strategies in workforce development.

The Foundation's grantee partners funded under this initiative use strategies that range from basic skills development to career advancement across many sectors and within high-demand industries that provide meaningful and livable wages.

The Foundation is achieving the goals of the PWP partnership through grantmaking, collaboration in a learning community, research, and the development of best practices and strategies that build women's long-term financial self reliance and economic security.

The PWP grant supported The Foundation by deepening our investment in grantee partners serving women living at or below the federal poverty level, including immigrant women, parenting teens, formerly incarcerated women, victims of violence and abuse, and women on public assistance. PWP is supported by the Walmart Foundation.

**Partnership for Women's Prosperity:**

- Business Outreach Center Network, Inc.
- College and Community Fellowship
- Sanctuary for Families
- Strive International, Inc.
- Union Settlement Association
- Violence Intervention Program
- Women's Housing and Economic Development Corporation

**The Catalyst Fund at Groundswell Fund**

In 2015, The Foundation partnered with The Catalyst Fund at Groundswell Fund, to increase investments and visibility of the vital contributions of women of color who are leaders in the reproductive justice movement. The Foundation awarded grants to the following local community-based, women-of-color led reproductive justice organizations:

**Catalyst Fund:**

- Black Women's Blueprint
- National Latina Institute for Reproductive Health
- Correctional Association of New York



## Donor Lists and Financials

We are so grateful for the support and partnership of our donors. Your generosity makes it possible for us to create better lives for women and families in our city.

### Donor List

#### \$100,000+

Hyatt Bass  
 Bloomberg Philanthropies  
 Citi Community Development  
 Anne E. Delaney  
 Estate of Loti G. Gaffney  
 The Ford Foundation  
 Foundation for a Just Society  
 Groundswell's Catalyst Fund  
 Laurie M. Tisch Illumination Fund  
 Live Oak Foundation  
 NoVo Foundation  
 Yvonne S. Quinn  
 Robert Sterling Clark Foundation  
 Surdna Foundation  
 The Walmart Foundation

#### \$50,000-\$99,999

Tory Burch Foundation  
 Civil Society Institute  
 Ginny and Sean Day  
 Ernst & Young LLP

Agnes Gund  
 InMaat Foundation  
 The Lucretia Philanthropic Fund, Inc.  
 Smart Family Foundation, Inc.  
 Sullivan & Cromwell LLP

#### \$25,000-\$49,999

Anonymous (1)  
 Brooklyn Community Foundation  
 The Capital Group Companies, Inc.  
 Susan C. Coté  
 Depository Trust & Clearing Corporation  
 Abigail E. Disney  
 Barbara and Eric Dobkin  
 Goldman Sachs & Co.  
 Cathy and Walter Isaacson  
 Jack & Dorothy Kupferberg Family Foundation  
 Dorothy Lichtenstein  
 Morgan Stanley  
 Morgan Stanley Foundation  
 Michèle Penzer

PricewaterhouseCoopers LLP  
 Janet Prindle Seidler  
 The Scherman Foundation, Inc.  
 Select Equity Group Foundation  
 Jean and Martin Shafiroff  
 Joan and Donald Sherman  
 Stifel  
 The Janet Prindle Seidler Foundation  
 U.S. Trust Company of New York  
 Barbara Manfrey Vogelstein  
 Joan Melber Warburg  
 Women's Bond Club of New York

#### \$10,000-\$24,999

Anonymous (2)  
 Grainne McNamara  
 Susan R. Cullman  
 Janet M. Riccio  
 Latham & Watkins LLP  
 Tracey Schusterman  
 Margaret A. Morrison  
 FactSet Research Systems, Inc.

Bezos Family Foundation  
 The Cricket Island Foundation  
 Mildred Anna Williams Fund  
 North Star Fund  
 Jessie Smith Noyes Foundation  
 Patterson, Belknap, Webb & Tyler LLP  
 The Pinkerton Foundation  
 Shawna Wilson  
 Karen Choi  
 Astoria Bank  
 Dinny R. Joffe  
 Macy's and Bloomingdale's  
 Standard & Poor's  
 Helene R. Banks  
 Karen Bigman  
 Joyce B. Cowin  
 Lily Auchincloss Foundation, Inc.  
 Penguin Random House LLC  
 Susan Sawyers  
 The Caroline and Sigmund Schott Fund  
 The Sister Fund  
 Barbara Brizzi Wynne  
 KPMG LLP  
 Estate of Susanne Schnitzer  
 Renée Landegger  
 Geoffrey Brewer  
 Northern Trust  
 Carolyn Rossip Malcolm  
 Rhonda Joy McLean  
 Mary Caracappa  
 W Magazine  
 PEPSICO Foundation  
 Jamie Kramer  
 XL Catlin  
 Allen & Overy  
 Beyond Mom  
 Fiona Druckenmiller  
 The Eberstadt Kuffner Fund, Inc.  
 Diana Elghanayan

EmblemHealth  
 Lisina M. Hoch  
 Hudson's Bay Company  
 Hughes Hubbard & Reed LLP  
 InVNT Productions  
 Ann F. Kaplan  
 Marion S. Kaplan  
 Lief Cabraser Heimann & Bernstein, LLP  
 Limestone Foundation  
 Morrison & Foerster LLP  
 Ms. Foundation for Women  
 Theresa Nedelman  
 Yoko Ono  
 Larry and Nancy Pantirer Family Foundation, Inc.  
 Katheryn Patterson Kempner  
 Mary Dillon Reynolds  
 Shearman & Sterling LLP  
 Time Warner Inc.  
 Ann Tisch  
 WeiserMazars LLP  
 Marissa C. Wesely  
 Beyond Mom

#### \$5,000-\$9,999

Anonymous (2)  
 Akin Gump Strauss Hauer & Feld LLP  
 Kyra T. Barry  
 Helen Benham  
 Bloomberg L.P.  
 Andrea R. Bozzo  
 Jessica Brackman  
 Brandt & Hochman Literary Agents, Inc.  
 Laura E. Butzel  
 Capalino+Company  
 Community Foundation for Southeastern Michigan  
 Lorraine Cortés-Vázquez  
 Covington & Burling LLP  
 Lovelight Foundation and

Julie Fisher Cummings  
 Elizabeth B. Dater  
 Dawkins Charitable Trust  
 Caroline F. Delaney  
 Patricia Eng  
 Ernst & Young Foundation  
 Eliza Factor  
 Julie R. Fenster  
 Debra Fine  
 Founders Entertainment  
 Frankfurt, Kurnit, Klein, and Selz P.C.  
 Marcy Grau  
 Judith L. Hall  
 Hartan Brokerage, Inc.  
 Anne Hess  
 Gail B. Hochman  
 Katherine A. Homans  
 Betty C. Jones  
 Sarah S. Kovner  
 Nancy Marks  
 Clare Tweedy McMorris  
 Jeanne B. Mullgrav  
 Eileen Murray  
 Ana L. Oliveira  
 Camille Orme  
 Susan T. Rodriguez  
 Beth Rudin DeWoody  
 May and Samuel Rudin Family Foundation, Inc.  
 Elizabeth A. Sackler  
 Sheri Cyd Sandler  
 Annabelle M. Selldorf  
 Karen Reynolds Sharkey  
 The Susan Stein Shiva Foundation  
 Carolyn B. Sicher  
 Silver Mountain Foundation for the Arts  
 Cornelia Small  
 Valerie Spencer  
 Carrie Spengler  
 Gillian V. Steel

SterlingRisk Insurance  
Susannah Taylor  
The Catherine C. Marron Foundation  
Colleen Tierney  
UBS Financial Services, Inc.  
Union Theological Seminary  
Elizabeth H. Wang  
Kathryn Weill  
Beth N. Werwaiss  
Winston & Strawn LLP  
World Wings International, Inc.

### **\$2,500-\$4,999**

291 Foundation  
The Loreen Arbus Foundation  
Morgan Brill  
Lisa S. Cashin  
John & Margo Castimatidis  
Foundation  
Cathy McNamara, Inc.  
Kristen Chard Rabsatt  
Svetlana Danovich  
Delaware North Companies, Inc.  
Angela M. DiMatteo  
The James and Judith K.  
Dimon Foundation  
Vivian H. Donnelley  
EILEEN FISHER  
EisnerAmper LLC  
Mary Ellen Geisser  
Maria Gelormini  
GMHC  
Google Inc.  
Katherine Grover  
Colette Haider  
Gay Hartigan  
Hilary R. Hatch  
Michelle A. Henry  
Adria S. Hillman  
Ipreo LLC  
Deborah Jackson

Alice Jacobs  
Jujamcyn Theatres  
Robert M. Kaufman  
Eileen Kelly  
Amy Kuehner  
LaGuardia Community College  
Susan B. Lindenauer  
Tracy Lovatt  
Lowe's Corporation  
Hazel-Ann Mayers  
Nancy Meyer and Marc Weiss  
MonSai Jewelry  
Elba I. Montalvo  
Yvonne L. Moore  
Morrison & Foerster Foundation  
Mount Sinai Hospital of Queens  
Neiman Marcus Group  
Susan A. Noonan  
Jane B. O'Connell  
Alison Overseth  
Priscilla Painton  
Silda Palerm  
Allison Pease  
Marian S. Pillsbury  
The PIMCO Foundation  
Ellen Polansky  
Proteus Fund  
Sharon Gigante Pushie  
Margarita Rosa  
Jordan Roth  
Elizabeth Sabin  
Melissa Salten  
Pam B. Schafler  
Scholastic Trade Publishing  
Sara Lee Schupf  
Penny Shane  
Ann Short  
Muriel F. Siebert Foundation  
Muriel Siebert  
Patricia J. Simpson  
Julie Sissman

Jonathan M. Tisch  
Sue Ann Weinberg  
Women's Foundation of Minnesota  
Linda Zambelli  
Suzanne Zywicki

### **\$1,000-\$2,499**

Anonymous (1)  
1199SEIU Child Care Corporation  
AARP NY  
Janice E. Abert  
Stephanie L. Ackler  
Joseph P. Addabbo Family  
Health Center, Inc.  
Denise Adler  
Priscilla Almodovar  
The Altman Foundation  
E. Sherrell Andrews  
Frances M. Barrett  
Mercedes T Bass  
Lisa G. Beckerman  
Claire Behar  
Susan Beller  
Fabiola Bergi  
Susan Bernfield  
Nancy Bernstein  
Christine Beshar  
Bethpage Federal Credit Union  
Lori and Bret Black  
Madeline Blinder  
Susan Ellen Block  
Peggy Blumenthal  
Bon Iver  
Kelly and Scott Bookmyer  
Jean Bortner  
Shumita Bose  
Susan Burden  
Kwanza R. Butler  
Elizabeth Cash  
Anita T. Channapati  
Whitney A. Chatterjee

Deborah Cohen  
Ellen B. Corenswet  
Valerie Coster  
Olivia H. Cousins  
Stacey Cumberbatch  
Elizabeth Cuthrell  
Pamela J. Damsky  
Agathe David-Weill  
Kimberly Davis  
Barbara Debs  
DeSantis Breindel, Inc.  
Jeannie H. Diefenderfer  
Christine DiGuseppi  
Kathleen M. Doyle  
Eileen Fisher Foundation  
Laura Evans  
Jason Factor  
Lily M. Fan  
Forestdale, Inc.  
Karla Frieders  
Ann Friedman  
Barbara T. Friedman  
Andrea Gellert  
Margery Grace  
Stacey A. Guardino  
Nohra Haime  
Antoinette Hamilton  
Suhana S. Han  
Ryan Hawke  
Julia Henig  
Alexandra A. Herzan  
Marjorie Hill  
Madeline and David Holder  
Lisa M. Holton  
Alice Hsu  
CUNY Hunter College General Fund  
Jennifer A. Jackson  
Gloria Jarecki  
Mary E. Johnston  
Rachel Judlowe  
Ann G. Jurdem

Marilyn Katz  
Yukako Kawata  
Charles Kerr  
Kwanghee Kim  
Kite Key Foundation  
Arthur Knapp  
Alexandra Korry  
Antoinette E. La Belle  
Sandra A. Lamb  
Francine LeFrak  
Susan W. Leicher  
Jane Lerner  
Nina Lesavoy  
Jennifer Leuba  
Susan J. Lewis  
Judith Lief  
Doreen Lilienfeld  
Sharon Love  
Helen T. Lowe  
Kerrie MacPherson  
Karen Magee  
Daniel Maguire  
Jeanette Mall  
Rosa Mazzone  
Terri McCullough  
Eleanor McGee  
Vincent McGee  
Joan A. McKay  
McKinsey & Company, Inc.  
Erica Steinberger McLean  
Teri S. Meissner  
Jennifer Milacci  
Milbank, Tweed, Hadley,  
& McCloy LLP  
Vizhier Mooney  
Rosevelie Márquez Morales  
Jeannie Mun  
Gail B. Nayowith  
Neuberger Berman LLC  
Kate O'Brian  
Omega Women's Leader Center

Open Society Foundations  
Michelle Ores  
Stephanie Oster  
Carmel Owen  
Jennifer Parkinson  
Liz Peek  
Ann Marie Petach  
Phillip & Tracey Riese  
Family Foundation  
Lisa L. Philp  
Leslie A. Puth  
Christina Ramelli  
Linda E. Rappaport  
Talatha Reeves  
Diana W. Reid  
Christina K. Ren  
Rachel F. Robbins  
Susan M. Roberts  
Irma E. Rodriguez  
Janet C. Ross  
Marcy Russo  
Samuel J. & Ethel LeFrak  
Charitable Trust  
Jean Scannell  
Ellen Schall  
Jacqueline M. Schinnerer  
James W. Sewell  
Lisa Sherman  
Tarnisha L. Smart-Santiago  
Courtney Smith  
Soapbox Strategists  
Muriel Soenens and Justin Haythe  
Diana Solash  
Brande Stellings  
Ann Temkin  
Ann Tenenbaum  
Judith Thurman  
Sandra S. Tully  
Barbara J. Turk  
Cynthia S. Van Osdol  
Wagner College

John L. and Sue Ann  
Weinberg Foundation  
Ashley R. Wessier  
Bradford Wilson  
Dee Winokur  
Withers Bergman LLP  
Olivia Wolfe  
Cynthia Young Eberstadt  
Mary N. Young  
Beverley Zabriskie

### **\$500-\$999**

Humera Afridi  
Alpha Theory  
Susan Alt  
Alyson Andrus  
The David Aronow Foundation  
Alexa Aviles  
Major Ulrich Baer  
Bank of America  
Christine Curtain Barnes  
Lilliam Barrios Paoli  
Jane Baum  
Debra Bednar-Clark  
Max Berger  
Taina Bien-Aimé  
Maura Bluestone  
Dana Lombardo Bober  
Rachel Brandenburger  
Emily Braun  
Regina Bronson  
Donna Bryan  
Carol Buckler  
Sharon Callahan  
Martha Caron  
Caitlin M. Cassaro  
Sarah L. Cave  
CCS Fundraising  
Arlette Cepeda  
Erin Ceynar  
Naraporn Chan-o-Cha

Laura Cheng  
Christine Choi  
Judy Choi  
Amy Chou  
Kathleen Chrisman  
Research Foundation of the City  
University of New York  
Michelle Coffey  
Sarah E. Cogan  
Carrie H. Cohen  
Eva W. Cole  
Molly Cole  
Cornerstone Capital Group  
Patricia Crown  
Noreen Culhane  
Joyce Cumberbatch  
Elizabeth L. Daniels  
Nancy Davis  
Deneille Dewar  
Maureen Dillon  
Tara DiLullo  
Olivia W. Douglas  
Catherine J. Douglass  
Jacqueline Ebanks  
Joshua Edelson  
Dorothy M. Ehrlich  
Eight Square, Inc.  
Lauren Embrey  
Empire Bluecross Blueshield  
HealthPlus  
Margaret M. Enloe  
Jennifer Enslin  
Christina Evans  
Interior Construction Corp  
Karen Fairbanks  
Winnie Feng  
Martha M. Ferry  
Jennifer E. Fiori  
Elizabeth Fishman  
Christine Fitzgibbons  
Sarah J. Foley

Karen J. Freedman  
Sasha Galantic  
Lee Galvis  
Mary Rose. Gasner  
Cecilia Miguel  
Tonya Gayle  
Rosalie Geneviro  
Brands Group  
Grand Street Settlement  
Penny Grant  
Kate Graziano  
Carin and Richard Guarasci  
Laura Guthrie  
Donna Hall  
Richard Hall  
Lana Harber  
Liliane A. Haub  
Jodi E. Hecht  
Anne D. Herrmann  
Hetrick-Martin Institute  
Teresa Hohl  
Housing Plus Solutions, Inc.  
Erin Hunter  
Patricia Isen  
J.K. Group Inc.  
Weslie Resnick Janeway  
Carine Jocelyn  
Courtney D. Johnson  
Katherine S. Kahan  
Rhoda Kanaaneh  
Kristina W. Karnovsky  
Anne Keating  
Kimberlee Keller  
Sharon Callahan Kennedy  
Elaine Kessel  
Arleen Kestenbaum-Buckley  
Moira Kilcoyne  
Bomsinae Kim  
Susan Maltz Kingsolver  
Robert Klotz  
Melissa Ko

Jamie L. Kogan  
Ida Kristensen  
Eric Kutcher  
Danielle Moss Lee  
Hali Lee  
David Levine  
Patti S. Lieberman  
Rachel Loeffler  
Marilyn Z. Lubell  
Christiane MacArthur  
Elizabeth Maclean  
Macquarie Group  
Marjorie Magner  
New York Marriott Marquis  
Marisa Matays  
Michele Mayes  
Molly McGowan  
Deborah H. McManus  
Patricia Meier  
The Janis & Alan Menken Foundation  
Janis Menken  
Mary Metz  
Ketly Michel  
Deborah S. Millman  
Nadine Mirchandani  
MM.LaFleur  
Jacklyn S. Monk  
Ann B. Moore  
Evangeline Morphos  
Gigi Mortimer  
Janet Mulligan  
Stephanie G. Myers  
Sharon Althea Myrie  
Sarah Pacheco Najarian  
Janet A. Nelson  
Jennifer Nevins  
New York Institute of Technology  
Susan D. Newton  
Inosi Nyatta  
Jeanne O'Brien-Ebiri  
Jeannie Park

Deborah Parker  
Pearl Pell  
Perri Peltz  
Juliana Pereira  
Eden Perry  
Pershing Advisor Solutions LLC  
Karen A. Phillips  
Shawn Pride  
Pearl B. Rabinowitz  
Virginia Reticker  
Mollie Richardson  
Karen Robards  
Lynda Rodolitz  
Benjamin M. Rosen  
Hannah Ross  
Rosina Rubin  
Isis Sapp-Grant  
Julie Scelfo  
Michelle Schiano  
Lynn C. Schulman  
Celia Seigerman-Levit  
Archana Shah  
Lindsay D. Shea  
Tara Sher  
Mary M. Shuford  
Florina Shutin  
Rashidah Siddiqui  
Michelle Siegel  
Silverleaf Foundation  
Erika Smilevski  
Smith, Gambrell & Russell, LLP  
Melissa P. Sobel  
Bonnie and Tom Strauss  
Elizabeth Stubenbord  
Zena Tamler  
The Bachmann Strauss Family  
Fund, Inc.  
Dorothy Q. Thomas  
Judith R. Thoyer  
Michele Van Lieu  
Lee and Cynthia Vance Foundation

The Velshi Wachs Foundation, Inc.  
The Lothar Von Ziegesar  
Foundation, Inc.  
Andrew Wallerstein  
Lou-Anne Walters  
Sharon J. Weinberg  
Mariet Westermann  
Stacy Westreich  
Debra Alligood White  
Catherine A. Williams  
Ruth A. Ziegler  
Jane Zimmy

### **\$250-\$499**

Anonymous (8)  
Debra M. Aaron  
Elaine S. Abelson  
Ariel Aberg-Riger  
Kirk Adams  
Michael C. Adams  
Marilyn Agrelo  
Jean S. Albert  
Judith D. Albert  
Neysa I. Alsina  
Emmanuel Andre  
Larian Angelo  
Paul D. Arbitman  
Lauren Artese  
Aurora Women and Girls Foundation  
Emanuel and Yoko Nozaki  
Marion Bachrach  
Anita Bafna  
Kate M. Ballen  
Arlene Bascom  
Elizabeth Battle  
Julie Bauer  
Beach Haven West Community  
Organization  
Patricia Beene  
Leslie Beller  
Catherine Bergen

Brenda Berkman	Dianne Coffino	Dana E. Friedman	Trine Hindklev	Robin Krause	Honor Moore
Big Duck	Dalia Cohen	Lianne Friedman	Lynn Hirschberg	Charlie Kunzer	Noelle Moore
Diana Michele Bitter	Cathleen Collins	Jacqueline Frommer	Mariana Hogan	Michaela Kurdziel	Vlasta Moravkova
Laura Blanco	Comunilife	Susan Tracy Fulwiler	Deborah Seid Howes	Karen E. Lanci	Meg Morrera
Erin Blum	Sandra Contreras	Barbara R. Gai	Linda Bane Howes	Georgianna Land	Margaret Morrera
Erin Bond	Cooper & Ella	Marilyn Gelber	Alexander Hu	Carol Lane	Kiisha Morrow
Grace Bonilla	Sabrina Coughlin	Robin C. Gelburd	Ruomei Hu	Soohee Lee	Elizabeth Ann. Mullins
Hannah Bozian	Elizabeth Crowley	Patricia Geoghegan	Robyn Brady Ince	Judy Levine	Sondra Murphy
Ellen Bravo	Lewis B. Cullman	Hien Gerbereux	Monica Issar	Karen J. Levinson	Stacia Murphy
Emily Brizzi	Ann Cynthia	Karen Geringer	Jacob A. Riis Neighborhood Settlement	Marcie Levy	Heather J. Myers
Martine Broeders	Patricia Daily	Denora Getachew	Barbara Jaffe	Diane Leyden	Jody Myrum
Judy Brown	Alice deCallatay	Martha E. Gifford	Ann J. Jawin	Jacqueline O. LiCalzi	Elizabeth Nash
Richard A. Brown	Lea Degirmenci	Jennifer Gilbert	Patrice Jean	Julie Lichtstein	Irene Neves
Beth Brownstein	Ayala Deutsch	Anna Gitelman	Carol Jenkins	Nancy Locker	New York City Mission Society
Anthea H. Bruffee	Stephanie Diamond	Give Lively LLC	Mary Janine Jjingo	Gayle Lockett	New York Council for the Humanities
Linda Lausell Bryant	Susan Diamond	Esin Goknar	Ken Jockers	Sioux Logan	New York Hall of Science
Russatta Buford	Janet M. Dickey	Ellen Goldberg	Heidi Jones	Linda Lou	New York Paid Leave Coalition
Theodore Bunch	Jamie Dobie	Carla Goldstein	Robyn Jones	Laura MacDonald	Dorena Newton
Christine Burke	Donna J. Dolan	Richard Golinko	Nancy Joyce	Elliott Madison	Hien Nguyen
Business Center for New Americans	Nancy M. Dorsinville	Gail Gordon	Jill Kafka	Melissa Mahon	Terriann Nohilly
Brenda S. Butzel	Lee Spelman. Doty	Lina M. Granada	Jacqueline A. Kaiko	Manhattan Women's Club	Adaeze Nwachuku
Anjanette Cabrera	Rachel Doud	Lisa Green	Jessica Kaufman	Monika Manterys	Jody Oberfelder
Marjorie A. Cadogan	Constance Drogoul-Bickson	Marilyn Greenberg	Roma Kaundal	Maribeth Martorana	Jerid O'Connell
Lesley Campbell	Josie Duckett-Boyd	Ivette Greenblatt	Gail Kegolis	Roseann Marulli	Omnicom Group Inc.
Amy B. Carr	Kenneth J. Dudek	Erin Greenfield	Maureen C. Kelly	Mary Mattingly	Carol Oreskovic
Lee Carter	Elizabeth W. Easton	Nina Griscom	KENZA International Beauty LLC	Alexandra Mayers	Catharine W. O'Rourke
Constance Cassidy	Alice Eaton	Douglas Grover	Joanne Kesten	Yolanda McBride	Christina Padgett
Stefanie Chachra	George Eberstadt	Barbara Grufferman	Azadeh Khalili	Gregg McCarty	Patricia Pagoaga
Ann F. Chamberlain	Amira EL-Ghobashy	Nancy Guida	Katherine Hae Kim	Suzanne L. McClelland	Louise M. Parent
Mildred Chan and Lo-Hi Chan	Camilla Enders	Catherine Guidera	Stacy Kim	Frances McCusker	Gloria Park
Kelly Cheng	Caroline Ewing	Shannon J. Hales	Sun Chong Kim	Berkley McKeever	Kyunghee Park
Jennifer Chiu	Extreme Kids & Crew	Tamara Hall	Alison King	Susan J. McShane	Jamie Parks
Aiyoun Choi	Jane E. Ezersky	Valerie T. Hamilton	Deborah King	Joanna Migdal	Jane W. Parver
Connie Choi	Faith & Royale Consultants	Aretha Hankinson	Patricia Kiyashka	Catherine Mikic	Reena Patel
Kyung-Hee Choi	Rachel Feddersen	Hallan Hanson	Nidhi Kohli	Andrea Miller	Rebecca Pearce
Sung-Eun Choi	Andrea K. Feirstein	Daryl Hartshorne	Nancy Kolben	Jacqueline Miller	Mary Penner-Lovci
Constance Christensen	Tracey Fitzpatrick	Mary Haviland	Melissa Komaroff	Sally Minard	Patricia Pericas
Jennifer Chwalek	Cara Fleisher	Karen Heidelberger	Korean American Community Foundation	Daphna H. Mitchell	Ellyson Perkins
Citymeals on Wheels	Lisa Fodor	Carol Heller	Margo T. Krasne	Robin Mitchell	Robert Pesce, Jr.
Sharon Clark	Kate Freedman	Orrit Hershkovitz		The Moody's Foundation	Gloria C. Phares
Margaret Coady	Winifred Freund	Geraldine Hessler		Hazel Moore	Isabelle Piere-Emile

Blair Pillsbury Enders	Jill Schildkraut-Katz	Violence Intervention Program	Joan Ambruso	Gloria Primm Brown	Sara M. Darehshori and Ronald S. Rolfe
Gloria L. Pitagorsky	Rose H. Schwartz	Diane Wachtell	Gina Angelico	Winsome Brown	Jennifer DaSilva
Pamela M. Plate	Patricia A. Sciotto-Doerr	Adele R. Wailand	Carole Angermeir	Allison Bruce	Jose Davila
Jane L. Polin	Mary Carroll W. Scott	Quentin Walcott	Carolyn Antonio	Anne Bucciarelli	Nan Davis
Laura Pomerantz	Beatrice Shafidiya	Lauren E. Waldo	Diane Apicella	Michelle Burg	Tuhina De O'Connor
Reeta Prakash	Fatima Shama	Silda A. Spitzer	Myla Arumugamm	Hope Byer	Eleanore L. De Sole
Poornima Prasad	Kathleen Shapiro	Tiffany R. Warren	Gwen A. Arzooman	Derek Byzinski	Sybil Del Gaudio
Prema Yoga Brooklyn	Georgiana Shea	Jennifer Weidman	George Ashbrook	Carolyn Caddle Steele	Polina Demina
Joey B. Pressley	Wendy Sidewater	Vera J. Weintraub	Wendy Barasch	J. Scott Cameron	Cherly Dennerlein
Vieve Price	Natasha Sigmund	Karen Weisberg	Walter Barnett	Andrea Camp	Maureen Devas
Naomi Rabinowitz	Celeste Smith	Cindy M. Weissblatt	Edward P. Bass	Frances Caperchi	Janet L. Dewar
Agnes Rabolli	Elizabeth Smith	Megan Whitman	Jaime Beckel	Susan Caplan	Kelly DiBlasi
Kavita Nandin Ramdas	Terrylynn Smith	Catherine Wigdor	Orla Beggs	Kathleen Cappiello	Barbara G. Didder
Candis Ramelli	Kyung Song	Dianne Wilkins	Rachel E. Beller	Nancy Carin	Karen DiPeri
Joan Rosenfeld	The Bernard and Anne Spitzer Charitable Trust	Marjorie Williams	Lynn Benediktsson	James Carolan	Marguerite Dougherty
Merble Reagon	Claire-Aude Staraci	Diana Wolfe	Carly Benkov	Shona Chakravartty	Margaret G. Dowd
Gail Hunt Reeke	Gayfryd Steinberg	Melinda B. Wolfe	Maria J. Benlian	Maisie Chang	Debra Duffy
Kathleen Reilly	Laura S. Steinberger	Christine Frank	Lori Benton	Linda Tarry-Chard	Margaret Duffy
Alicia Reticker	Lorraine Stephens	Nancy Woodward	Judith Berek	Elsa Ching	Earthshare
Ronald Richter	Shannon Nicole Sterritt	Allison Conway Worthington	Eleanor Berger	Barbara Chirse	Nancy E. Easton
Corinne H. Rieder	Jane G. Stevens	Diana Wright	Rachel Berger	Susan Ciccarone	Lenny P.J. Van Eijk
Sarah Rinaldi	Jean Stratton	Nancy Wysocki	Laurie Berke-Weiss	Lisa E. Cleary	Soffiyah Elijah
Roberts Family Foundation	Cathy J. Sulzberger	Michelle Yanche	Constance Bickson	Coach, Inc.	Camille Emeagwali
Sherry D. Roberts	Sarah Bj. Sung	Jordan Yellen	Stephanie Biernbaum	Ellen J. Cohen	Claudia Espinosa
Tamsin Roe	Surrey Capital Partners	Nina Zardezed	Jayne Bigelsen	Gregory P. Cohen	Jennifer Falk
Carolyne Roehm	Patricia Swann	Rita Zimmer	Gael Black	Michelle Cohen	Fiona Fallon
Maria Teresa Rojas	Rory Tahari	Catherine Zimmerman	Ellen Hartwell-Blais	Sharon Cohen	Annik Farge
Marissa Ronca	Melissa Taylor	<b>\$100-\$249</b>	Lori Blatstein	Terri Cole	Jasmyn S. Farris
Karen L. Rosa	Tracey Tiska	Anonymous (20)	Aileen Denne Bolton	Missy Condo	Claudia Fauber
Reinette Ross	Mildred Tolentino	A Blade Of Grass Fund	Chantal Bonitto-Balogh	Sylvia J. Conley	Patricia Felz
Esther Rotella	Pauline Toole	Katherine Acey	Lori Bookstein-Potolsky	Lauren Connell	Christy Ferer
Cheri Rothman	Kristina M. Torgeson	Ruth E. Acker	Daryl F. Boren	Vanessa Connelly	Leslie Findlen
Nathaly Rubio-Torio	Lisa M. Tormino	Jeanette Adams	Seth Bornstein	Brooke Cooper	Ilyse Fink
Carol Saginaw	Eileen Torres	Sharon Adler	Sandra Bowers	Meryl Weinsaft Cooper	Jill Fink
Aliya Sahai	Georgia C. Traill-Stimphil	Alyssa Aguilera	Lowell Boyers	Saundra R. Cornwell - Williams	Jacqueline M. Finnerty
Elizabeth Saiger	Billie Tsien	Chitra Aiyar	Jasmin Song Braithwaite	Donna Corrado	Marianne Fischer
Brooke A. Sanders	Jacquelyn Vanderbrug	José Albino	Carole Bonnie Brennan	Virginia D. Cser	Marian C. Fish
Edda Santiago	Nisha Varia	Lena Alhusseini	Elisabeth Brewer	Barbara Cura	Julianna Fiss
Elena Santo	Elsia Vasquez	Faiza Ali	Freddie Briance	Paula Cyhan	Wilma Fiss
Melinda Sarafa	Helen Vaysman	Danielle Amato-Milligan	Ruby Bright	Stephanie Dalton	Emily H. Forland
Rosita Sarnoff			Fern Brown	Louise Dankberg	

Anne M. Fosty	Tara Herrera	Hoon Khoo	Florence Li	Kim L. Mitchell	Charmian Place
Arlen Sue Fox	Mary Higgins	Julia R. Kim	Jessica Liberman	Judith Maccarter Modica	Patti Potash
Carole France	The Hill Snowdon Foundation	Susie Kim	Eliza Licht	Anne Montgomery	Rebecca Price
Julia Jean-Francois	Ann Wellmeier Hilliard	Julia Kingsbury	Donna E. Lieberman	Patricia Moreno	Project Hospitality, Inc.
Vanessa M. Franklin	Maria L. Hinojosa	Rhonda G. Kirschner	Leisle Lin	Geraldine C. Moriba-Meadows	Alexandra Prophete
Myra L. Freed	Melissa Pearsall Hirsch	Emily Kirven	Emily Litwin	Patricia Morrissy	Kristin Pulkkinen
Lisa Frelinghuysen	Steven Hochman	Eileen R. Kleiman	Sharon Handler Loeb	Sara Narumi	Jennifer Putvin
Naomi Freundlich	Dina Hoffer	Danielle Klyap	Sara Lopergolo	Andrew Nash	Michael Quach
Merle Froschl	Marian H. Hoffman	Anna Knoebel	Sonia J. Lopez	Jill Nathanson	Queens Community House
Ester Fuchs	Robin Honan	Anaka Kobzev	Antoinette Dobil Lucia	Beverly Neufeld	Geoffrey Radbill
Donald Galloway	Mary Ann Hopkins	Jan Kohn	Elizabeth Lucy	Bichnga Nguyen	Francesca Raimond
Kristin Gardner	Sylvia Hordosch	Karen B. Konigsberg	Carmelyn P. Malalis	Allison Nickerson	Seetha Ramanathan
Stacey Gargiulo	Annie Horsfall	Susan D. Kopech	Lucy Malcolm	Stephanie Mara Nilva	Audrey A. Rampinelli
Judith A. Garson	Jeanne Houck	John Koski	Elizabeth Mallow	Cathleen Noland	Nancy Rankin
Jillian Gautier	Joan Hubertus	Krantz & Company Inc.	Leeanne Mancari	Caroline Noonan	Monica Ray
Michele Geist	Antoinette Hum	Nupur Kumar	Colleen Manzo	Lauren O'Brien	Edwin Read, III
Amy Gelfand	Jennifer Ian	Caroline Kunzer	Lori Marcus	Karla Olivier	Samhita Reddy
Rachel Gerstein	Mahenou Ilahi	Dale Kurland	Tamar Margalit	Kathleen Olsen	Lauren Banyar Reich
Andrea S. Gingold	Cynthia Ingoglia	Elizabeth Kwon	Melissa Mariaschin	Susan Elkind Orchant	Susan Reid
Girls for Gender Equity, Inc.	Traey Iovino	Valyrie Laedlein	Annetta Marion	Hannah Orowitz	Yma Gordon-Reid
Alejandra Glass	Iris House	Corrie Lam	Mona Marquardt	Mandy Osborne	Cythia Remec
Patricia M. Godoy	Julia Ivanova	Erika Lamb	Lisa Marsh	Danita K. Ostling	Monique D. Renta
Isabelle Gold	Ann Jacobs	Mirian Landau	Emma Martin	Pascale Outtara	Arva R. Rice
Emily Goldfrank	Susan Jacobson	Susan Landon	Samantha Martin	Michele Ozumba	Grace E. Richardson
Goldglit & Company LLP	Gary Jaworski	Caroline Lapidus	Nadia Martincic	Madison Papp	Elisa Strauss and Marc Ricks
Brenna Ruiz-Gordon	Cynthia Jay	Julia Laskaris	Oilda Martinez	Naomi Parekh	Amy Risley
Sara K. Gould	Andy Jones	Rosemary Lategano	Thomas Mastronardi	Anne B. Parson	Lillian Rivera
Lisa Gramling	Javon Jones	Latin Women in Action, Inc	Debra A. Mayer	Jessica Patel	Rita Rodriguez
Loren Greene	Sarah Jones	Julia Ledda	Deborah McCannelless	Trupti S. Patel	Eva E. Rohrmann
Ben Greer	Walretta O. Jones	Linda Lee	Nora McCarthy	Rupal Patil	Carol Robles-Román
Barbara Grodd	Brett Joseph	Margaret Leggat	Pamela McCarthy	Denise Pelli	Jennifer Sklar-Romano
Boris Gutin	Kenneth Joseph	Stacy Lellos	Mary E. McFarland	Paula Pelosi	Veronica Rosario
Rosemary Halligan	Meera Joshi	Kathleen Anne Leo	Lily D. McNair	Eduardo Penaloza	Amy Rosenthal
Elizabeth L. Hamburg	Cecily Kaiser	Kathleen Levens	Susan A. Meisel	Esther Perel	Abbey Rosenwald
Christopher N. Hanway	Karen Kandrak	Emily Levine	Rhonda Lindsay Garrett Merchant	Tash Perrin	Nadina Rosier
Kaitlin Hassett	Teresa S. Karamanos	Shari Levine	Maria Messina	Nick Petkoff	David Rubin
Julie Hausch	Caroline Keating	Jamie A. Levitt	Patricia Metz	Adriana Pezzulli	Bulban Salim
Katharine Haydock	Allison Keiley	Holly Levy	Cindy Michel	Sean Pica	Shari Schiffman
Jenny Hellman	Marcia Keizs	Diana Louis	Gail H. Miller	Nicole Pickett	Jennifer M. Schipf
Anne Hennessy	Caitlin Kelly	Jean Lewis	Malia Mills	Gregory Pinkard	Pamela Schoenfeld
Marcia M. Henry	Fern June Khan	Jodi A. Lewis	Judith Minter	Nina Piper	Susan Schor

Jane Schulman	Jennifer Thatcher	Quintell Williams	Aimee Aubin	Allison Carmen	Christine Deska
Rinku Sen	Jacqueline Thaw	Ellen Wilner	Deborah Axt	Joahne Carter	Deborah Dessauere
Elizabeth N. Shapiro	Linda Thibodeau	Jennifer Wing	Tiffanie Baine	Claudia Caryevschi	Amelia Stefano
Jana M. Shea	Elsie Thompson	Amy S. Winkelman	Darlene A. Bains	Manuel Castro Lucero	Estela Diaz
Lisbeth Shepherd	Jeanne L. Thugut	Shatelle Wins	Dahlia Doumar	Teresa Castro	Rosa Diaz
Grace Shim	Mitchell Todd	Tracy Wolfe	Katrina Bandong	Lisa Caswell	Bekah Dickstein
Marissa Short	Lucas Torres	Judith Starr Wolff	Donna Barkman	Shati Chakrabarti	Caroline K. Diehl
Susanne Short	Ann Tran	Laura Wolff	Jane Bell	Michelle Chan	Erika Dilday
Patsy Simmons	Farra Trompeter	Suhui Won	Laura Berger	Amber Chandler	Lauren DiLoreto
Angelica Sinopole	Winston Tseng	Maria Wong	Charlene S. Berkman	Orina Chang	Thao Do
Petra Slater	Yanki Tshering	Jacqueline Yecies	Dana Bernard	Julia Chapman	Ilyse Dolgenas
Joanne Sliker	Judith Tuller	Linda Yip	Remy Bernstein	Aleta Chappelle	Debra Dorfman
Kathleen Sloane	Turning Point for Women and Families	Elwanda Young	Cynthia Betts	Angela Cheng	Debra Draudt
Olivia Snarski	Cheryl Hooven	Gay Young	Nisha Bhagat	Faye Chiu	Janelle Duyck
Joy Sobolov	Kristen Valle	Ning Yu	Ruby Biring	Anne Cleary	Tanya Dwyer
Sharon B. Soloff	Samantha Varela	Lori Zabar	Caroline Black	Michael Ann Clemente	Kathryn Eagers
Sarinya Srisakul	Sheila Vaughan	Christine Zak	Kelly Black	Beth Cohen	Sara Effron
Lisa Steglich	Ilka Vazquez	Paulne Zalkin	Zoie W. Blackwood	Warren Cohen	Beverly Ehrlich
Kristen Stehling	Marta Moreno Vega	Dawn Zappetti	Daniela Bocresion	Lisa Colarossi	Nicole Ellis
Natalie Stein	Michelle Veloce	Olga Zharinova	Ann Marie Bond	Kerry Conroy	Nicole Fazio
Dhuane Stephens	David Vigil	Lina Zhou	Kathy Bonk	Jan Meyers Cook	Esta Feinsod
Nadeige Sterlin	Joyce Visceglia	Anna Zorina	Dominique Bouchard	Maura Coolican	Mary Fernandes
Tyler Stevens	Sunita S. Viswanath	<b>\$1-\$99</b>	Charissa A. Boyd	Margaret Coons	Sandy Fiechtner
Patricia Carry Stewart	Eleni Vokas	Anonymous (42)	Amity Boye	Jennifer Cosenza	Melissa Fisher
Elizabeth M. Stock	Janine Waldman	Lauren G. Ackert	Elizabeth Bradford	Ann Croney	Daniel Fleiss
Mary Ann Strandell	Rachel Waldman	Meredith Adler	Sara S. Brandston	Rita B. Crotty	Jillian Flett
Sarah Street	Jon M. Walton	Emefa Agawu	Kristin Brauth	Victoria Cuellar	Mark Foggin
Paul Stroud	Angie Wang	Kamari Alexander	Gabrielle Lyse Brown	Halley Cunn	Clementine H. Foizel
Carmen S. Suardy	Joan F. Wang	Michele T. Allen	Yolanda Brown	Megan I. Currie	Stacey L. Foltz
Caroline Sullivan	Hilary Ward	Shantini Alleyne	Chrystin Bunion	Customink LLC	Emily Forhman
Vera Sung	Judith Wasserman	AllianceBernstein LP	Heather D. Burack	Jennifer A. D'Angelo	Anne Foster
Tayah Swedlund	Lisa Watts	Orren Alperstein	Lisette Burgos	Carolann L. Daniel	Giulia Franzoso
Isabel Swift	Leslie Weber	Amazon Smile Foundation	Hazel Butler	Zana Davey	Roberta Frenkel
Dorothy Szorc	Kelly Weigel	Christina Andersen	Marybeth E. Cagney	Natalia Davila	Abby Friedman
Susan Taing	Susan E. Weiner	Sara Anhorn	Carole Campana	Mark Davis	Francesca Fulchignoni
Debra Tanger	Karen R. Weiss	Ashley Antler	Dylan Campbell	Aditi Davray	Ellen Furuya
Lauren Tarshis	Nancy A. Weiss	Virgilia Antonucci	Patricia Canavan	Arisleyda De La Cruz	Rob Gagnon
Paula Tavsanti	Karen West	Sofiya Arguello	Melody Capote	Michelle Uz	Martha Brice Gaillard
Carolyn Taylor	Nicola Wheir	Marie Arrigo	Allison Cardona	Karina De Sousa	Lucy Gardner
Stacy Stark	Carine Williams	Grace Asenjo	Dorothy Carey	Felice A. Denny	Betty K. Gassner
Rosa A. Testani			Cristina Carlson	Rashi Desai	Marjorie A. Geiger

Stacey Geller	Carolina Handal	Harvir Kaur	Lauren Leyden	Katharine Mighty	Gary Paul
Monique George	Andrea Hansen	Lisa Kellner	Carrie Liaskos	Caroline Miller	Vivienne Peng
Terence Gerchberg	Brigitte Harbers	Noelle Kenel-Pierre	Laura Liben	Mary Miller	Gladys Perez
Margot Gerould	Monique H. Hardin-Cordero	Esther Kenigsberg	Christina Licata	Rhonda Mims	Lissette Perez
Gina Giacobbe	Jeremy Harding	Sarah K. Khan	Jordyn Lichtstein	Daniel Minamide	Alexa Perlman
Patricia Giacobbe	Anthony Hartzog	Presley Kiefer	Carrie Lindsey	Anne P. Mintz	Katie-Hofstadter
Katherine Gibbel	Arielle Haspel	Brennen Kim	Pamela Linke	Mizuho Corporate Bank	Kristen Pincket
Gabrielle Gilliam	Caitlin Healy	Lauren Kim	Rebecca Litman	Maria Eugenia Mondejar	Katherine Pinkard
Kathleen M. Giordano	Jerryanne Heath	Annetta J. Kimball	Rebecca Litwin	Cornelia Moore	Elena Ponds
Diana Glazer	David Helman	Carlissa King	Keren Livneh	Miguel Moreno	Matthew Popowsky
Emily Glazer	Karina Hernandez	Carina Kleter	Jeni Lockhart	Martha Morenstein	Darin Portnoy
Lauren Glazer	Rhina L. Herrera	Bryna Beckler-Knoll	Anne Logan	Winnie Moses	Alexandria Prather
Delsenia Glover	Jaime Heubach	Juli Kobayashi	Jacob Lorber	Kristine Muccigrosso	Brandon Prior
Jacqueline Glover	Fay D. Hill	Kacie Lyn Kocher	Zakiya Lord	Srimoyee Mukherjee	Moriah Rahamim
David Goerk	Chloe Ho	Elizabeth Kocienda	Hannah Lucal	Melissa Mulrooney	Andrea Ramsey
Peter Goldberg	Julie Hodgson	Eva Kolodner	Rukia Lumumba	Guna S. Mundheim	Terri Randazzo
Alison Goldfrank	Joanna Hoffman	Nancy A. Kopans	Abbey Lustgarten	Jane Munro	Luna Ranjit
Ellen R. Goldman	Kevin Hogan	Amanda Kost	Jennifer Lyden	Mary Murphree	Holden Rasche
Katie Goldstein	Benna Holden	Sona Kotecha	Lindsay Maas	Matthew Murphy	Ruth Rathblott
Josine-Ann Gonsalves	Hannah Howe	Amanda Kraus	Sally N. MacNichol	Carol Nadell	Debra Regan
Lupita Gonzalez	Lena Hsia	Sangita Krishnamurthi	Jane Marie Madison	Maria Najem	Steve Register
Joy R. Goodwin	Jessica Hurtado	Sabita Krishnan	Meghan Mahoney	Penelope Nam-Stephen	Jaana Rehnstrom
Allison Gordon	Lauren Hurwitz	Kinga Krisztian	Robin Maney	National Capital Gift Planning Council	Samene Reid
Darra Gordon	Alina E. Iarve	Maureen Lane	Lori Manning	Eliza Netter	Kathleen M. Reynolds
Sarah Gordon	Rama Issa-Ibrahim	Sarah Latacz	Tymesha Marcus	Holly Ng	Kelly Richardson
Carly Grabowski	Gabriella Illyes	Cason Latimer	Margaret O'Leary	Wishcha Ngarmbo	Aline Hill-Ries
Jazmin Grace	Darden Imani	Meredith M. Latimer	Molly Marion	Teresa Nohilly	Jennie Ripps
Elysa Greenblatt	Rachel Imbriale	Diane Loughton	Barbara Marshall	Kathryn Nowak	Marilyn J. Rivera
Nina Greif	Veronica Ip	Lynn K. Law	David Mastroieni	Alexandra Schmertz Nusbaum	Constance Kaiserman Robinson
Katherine Greiner	Julia Ireland	Haeryeon Lee	Lauryn May	Marie O'Brien	Lillian Robles
Jennifer Greufe	Piper Jacocks	Jennifer Lee	Olivia McAllister-Nevins	Fiona O'Doherty	Nicole Roco
Katherine Guerard	Nellie Jamasbi	Patrica Lee	Tamia McCormick	Drew O'Donnell	Katharine Rodgers
Jennifer Guerrero	Candice Jan	Seon Jeong Lee	Sabra McKenzie-Hamilton	Ngozi Okaro	Mindy Romero
Danielle Guindo	Danielle Jesudowich	Su-Ho Lee	Ciara Mcnamara	Audrey O'Keefe	Bridget G. Roseman
Marc Guinez	Albania Jimenez	Braeden Lentz	Sarah McNutt	Melody Oliphant	Ellen Rosenberg
Eileen Guo	Beatrice M. Johnson	Amanda Leon	Sunaina Mehra	Kristina O'Neill	Giorgia Rosenbluth
Theresa Gutierrez	Heather Johnson	Kaley Leshem	Charisse Meloto	Duval Osteen	Patricia Rosenfield
Sarah E. Gwilliam	Sarita Joseph	Lucia Levens	Lauren Mendolera	Stephanie Papes	Linda Rousseau
Victoria Ha	Caroline Kang	Elena Levi	Andrea Felix	Kimbal J. Parris	Paula Roy
Taylor Haigler	Illyse Kaplan	Anya Lewis	Jesse Meshkov	Darla Pasteur	Andrew Rubinson
Georgina Hall	Jill E. Kaplan	Ruth Lewis	Hallie Meyer	Karen Patton	Chandra Rule Bernroider

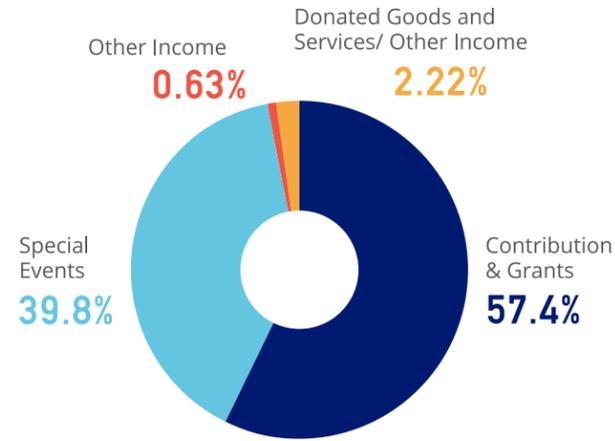
Natalie Runyon	Sylvia Stefanile	Felecia Webb
Myrna Ruskin	Tiffany Stephens	Emily Weinig
Caroline Rutherford	Tyler Stevens	Sarah Weisberg
Steven Saidenberg	Katharine Stillman	Pam Weisz
Esther Saidi	Anne Y. Stuhler	Julianne Werwaiss
Sheliz Salcedo	Andrea Sullivan	Lucy West
Sara Saltzman	Sarah E. Sully	Dori White
Milagros Santiago-Liebmann	Claire Suna	Robin Wiley
Nicole Scavone	Natalie Suna	Andrea B. Williams
Allison B. Schiffman	Shiyulli Suriyakumar	Eric Williams
Ruth Schlesinger	Justina W. Tang	Christina Wills
Lucy Schmeidler	Farah Tanis	Lisa Witle
Francine Schore	Karen Taylor	Bonnie Woit
Morgen Schroeder	Leslie Taylor	Meredith Wolff Herd
Regina Severs	Nathalie Tejada	Hally Wolhandler
Philip Sharkey	Lauren Texeira	Leslie Wong
Tish Sherwood	Helen A. Thurston	Tracey Wood Mendelsohn
Sonnia Shields	Tupacamaru Tiwoni	Natalie Wood
Meredith Shifman	Jenna Torres	Marilyn Smith Wragg
Patrick Shilling	David Travin	Rahama Wright
Natalie Shutler	Susan Treglia	Tremaine Wright
Samantha Siegel	Gina Trimarco	Emily Wynne
Silvia Silva	Latasha Tucker	Jingjing Xiao
Alethea Simon	Ashley Turchin	Megan Yanchitis
Norma Simon	Min Um-Mandhyan	Liran Yechiel
Anjana Sivakumar	Norma Uriguen	Karen Yen
Kyra D. Slater	Ayala Usdin	Dwight Yoo
Lauren L. Smiley	Stephanie Van Damm	Ellen Zaltzberg
Annette K. Smith	Stephanie L. Van	Katherine Zee
Jeremy Smith	Yvette Vanterpool	Michelle Zemor
Narina Smith	Amy Vegari	
Rebecca L. Smith	Saskia Verlaan	
Roxanne Smith	Erin Vilardi	
Shonda N. Smith	Mark Volow	
Hannah Snead	Tracey Spencer Walsh	
Lizzi Sofge	Tracey Walters	
Stephanie Solomon	Michele Washington	
Jha Sonakshi	Shannon Washington	
Ksenia Sourina	Marci S. Waterman	
Tracey Rollins Spann	Marcy Waterman	
Megan Spelman	Susan A. Waxenberg	

## Summarized Financial Statements

### Statements of Activities

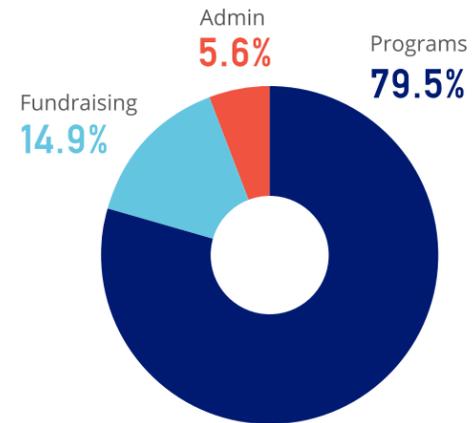
Year Ended December 31, 2016 with Comparative Totals for 2015

Year Ended December 31				2016	2015
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Total
<b>Support and Revenue:</b>					
Contributions & grants	\$ 1,190,715	\$ 2,291,087	-	\$ 3,481,802	\$ 16,454,428
Special events	2,242,890	173,200	-	2,416,090	2,642,246
Donated goods and services	134,709	-0	-	134,709	90,425
Investment (losses) gains, net	408,814	170,173	-	578,987	-399,885
Other income	38,296	-0	-	38,296	167,263
Net assets released from restrictions	8,109,393	-8,109,393	-	0	0
<b>Total support and revenue</b>	<b>12,124,817</b>	<b>-5,474,933</b>	<b>-</b>	<b>6,649,884</b>	<b>18,954,477</b>
<b>Expenses:</b>					
Grants, research, public education & leadership development	\$ 10,549,874	-	-	\$ 10,549,874	\$ 8,571,563
Administration	740,860	-	-	740,860	598,475
Fundraising	1,982,466	-	-	1,982,466	1,884,711
Total expenses	13,273,200	-	-	13,273,200	11,054,749
<b>Change in net assets</b>	<b>-1,148,383</b>	<b>-5,474,933</b>	<b>-</b>	<b>-6,623,316</b>	<b>7,899,728</b>
Net assets - January 1	9,880,898	11,573,995	1,799,595	23,254,488	15,354,760
<b>Net assets - December 31</b>	<b>\$ 8,732,515</b>	<b>\$ 6,099,062</b>	<b>\$ 1,799,595</b>	<b>\$ 16,631,172</b>	<b>\$ 23,254,488</b>



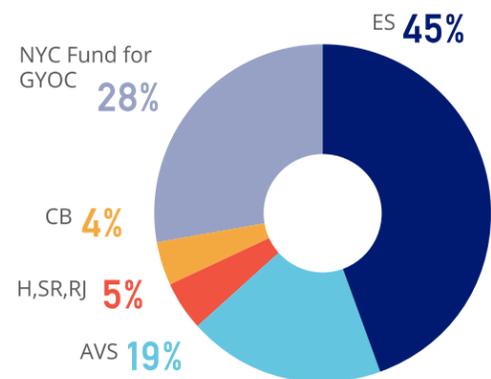
#### Sources of Revenue

● Contribution & Grants	\$ 3,481,802	57.4%
● Special Events	\$ 2,416,090	39.8%
● Other Income	\$ 38,296	0.6%
● Donated Goods and Services/Other Income	\$ 134,709	2.2%
	<hr/>	
	6,070,897	100%
Excluded: investment	578,987	
<b>Total Revenue</b>	<b>\$ 6,649,884</b>	



#### Expenditures

● Programs	\$ 10,549,874	79.5%
● Fundraising	\$ 1,982,466	14.9%
● Admin	\$ 740,860	5.6%
<b>Total Expenditures</b>	<b>\$ 13,273,200</b>	<b>100%</b>



#### Grantmaking

● Economic Security	\$ 3,440,550	45%
● Anti-Violence and Safety	\$ 1,408,400	19%
● Health, Sexual Rights and Reproductive Justice	\$ 384,450	5%
● Capacity Building and Strategic Discretionary	\$ 266,600	4%
● The New York City Fund for Girls and Young Women of Color	\$ 2,110,000	28%
<b>Total Grantmaking</b>	<b>\$ 7,610,000</b>	<b>100%</b>

#### Statements of Financial Position

As of December 31, 2016, and 2015

Assets	2016	2015
Cash and cash equivalents	\$5,434,453	\$ 6,441,052
Investments	8,180,061	8,135,651
Pledges receivable, net	3,724,860	9,034,350
Prepaid expenses	105,248	92,445
Property and equipment, net	100,179	148,795
Other assets	127,728	102,532
	<hr/>	
	<b>\$17,672,529</b>	<b>\$23,954,825</b>

#### Liabilities and Net Assets

Accounts payable and accrued expenses	\$351,039	\$272,657
Grants payable	476,800	139,950
Deferred rent liability	158,018	160,730
Funds received in advance	55,500	127,000
	<hr/>	
<b>Total liabilities</b>	<b>1,041,357</b>	<b>700,337</b>

#### Net Assets:

Unrestricted:

Current	2,571,412	3,808,594
Board designated endowment	6,161,103	6,072,304
	<hr/>	
<b>Total unrestricted</b>	<b>8,732,515</b>	<b>9,880,898</b>
Temporarily restricted	6,099,062	11,573,995
Permanently restricted	1,799,595	1,799,595
	<hr/>	
<b>Total net assets</b>	<b>16,631,172</b>	<b>23,254,488</b>
	<hr/>	
	<b>\$17,672,529</b>	<b>\$23,954,825</b>

## 2017-2018 Board of Directors

**Kwanza R. Butler**  
*Co-Chair*

**Janet Riccio**  
*Co-Chair*

**Yvonne Moore**  
*Vice Chair*

**Jeanne Mullgrav**  
*Secretary*

**Tracey Schusterman**  
*Treasurer*

**Helene Banks**  
**Fran Barrett**  
**Hyatt Bass**  
**Andrea Batista-Schlesinger**  
**Mary Caracappa**  
**Karen Choi**  
**Lorraine Cortés-Vázquez**  
**Virginia Day**  
**Jennifer Giacobbe**  
**Cathy Isaacson**  
**Eileen Kelly**  
**Carolyn Rossip Malcolm**  
**Grainne McNamara**  
**Elba Montalvo**  
**Margaret Morrison**  
**Priscilla Panton**  
**Michele O. Penzer**  
**Merble Reagon**  
**Karen Reynolds Sharkey**  
**Irma Rodriguez**  
**Jean Shafiroff**  
**Celeste Smith**  
**Elizabeth Wang**  
**Stephanie Wang-Breal**

**Abigail E. Disney**  
*Honorary Chair*

**Helen LaKelly Hunt**  
*Chair Emerita*

## Staff

**Jennifer Agmi**  
Director, Programs

**Grace Asenjo**  
Officer, Programs

**Gael Black**  
Manager, Public Affairs

**Jasmin Braithwaite**  
Manager, Development Operations

**Sadie Casamenti**  
Officer, Programs

**Camille E. Emeagwali**  
Director, Programs

**John C. Emmert, Jr.**  
Chief Financial Officer

**Patricia Eng**  
Vice President, Strategic Partnerships

**Michele J. Famularo**  
Assistant Director, Events

**Lynn Fitzgerald-Tahsir**  
Grants Manager

**Kristin Gardner**  
Officer, Major Gifts

**Nancy Guida**  
Vice President, Communications & Marketing

**Madeline Lamour Holder**  
Director, Individual Giving

**Ruomei Hu**  
Accountant

**Constance Jackson-Joshua**  
Executive Assistant to the President & CEO

**Kate Landon**  
Director, Programs

**Debra S. Miller**  
Director, Administration

**Maria Najem**  
Manager, Special Events & Community Engagement

**Ana L. Oliveira**  
President & CEO

**Vivienne Peng**  
Manager, Marketing & Digital Media

**Neha Raval**  
Senior Officer, Programs

**Meredith Slopen**  
Manager, Evaluations & Strategic Learning

**Lorraine Stephens**  
Vice President, Programs & Strategic Learning

**Susan Treglia**  
Office & IT Manager

## Grantee Partners

A CALL TO MEN

A Better Balance

African Communities Together

African Refuge

The Alex House Project, Inc.\*

Ancient Song Doula Services\*

Arab America Association of New York\*

Arab American Family Support Center\*

Atlas: DIY\*

The Audre Lorde Project\*

Backstretch Employee Service Team of New York

Belmont Childcare Association

Black Alliance for Just Immigration\*

Black Women's Blueprint \*\*†

BOCNet

BOOM! Health

Brandworkers

Brotherhood/Sister Sol\*

Business Center for New Americans

CAAAV: Organizing Asian Communities †

Casita Maria Center for Arts & Education\*

Center for Anti-Violence Education

Center for Court Innovation

Center for Family Life/SCO Family Services

Center for Frontline Retail

Chhaya Community Development Corporation

City Bar Justice Center/Association of the Bar of the City of New York

College and Community Fellowship

Community Connections for Youth, Inc. †

Community Health Action of Staten Island

CONNECT, Inc.\*

Cooperative Economics Alliance of New York City\*\*

Correctional Association of New York

Covenant House

Day One New York

The Debt Collective\*\*

The Door – A Center for Alternatives

DRUM – Desis Rising Up & Moving †

Faith in New York\*\*

FIERCE\*

Footsteps

Girl Be Heard

Girls Educational and Mentoring Services

Girls for Gender Equity\*

Girls Write Now

Grace Outreach

GRIOT Circle

Hetrick Martin Institute †

Hollaback!

Hot Bread Kitchen

Hudson Link for Higher Education in Prison

Justice Committee

Latinas on the Verge of Excellence – L.O.V.E. Mentoring

LatinoJustice PRLDEF

Lily Awards

LiveOn NY

Make the Road New York\*

Mekong NYC

Minkwon Center for Community Action

Mixteca Organization

Movement for Justice in El Barrio

National Asian Pacific American Women's Forum\*

National Latina Institute for Reproductive Health

Neighbors Helping Neighbors Inc.

Neighbors Together

New York City Anti-Violence Project†

New Economy Project\*\*

New York Paid Leave Coalition

New York State Tenants & Neighbors Information Service

NICE (New Immigrant Community Empowerment)

P.A. 'L.A.N.T.E. Harlem

Participatory Budgeting Project

Per Scholas

PowHer New York

Pride Center of Staten Island

Queer Detainee Empowerment Project

Racetrack Chaplaincy of America – NY Division

Red Umbrella Project

Resilience Advocacy Project †

Rise Magazine

Sadie Nash Leadership Project\*

Sanctuary for Families

Sexual Health Innovations

Soledad O'Brien and Brad Raymond Foundation

S.O.U.L. Sisters Leadership Collective\*

South Asian Youth Action\*

Start Small. Think Big.

STRIVE/East Harlem Employment Services

Sylvia Rivera Law Project\*

Turning Point for Women and Families\*

Union Settlement

United Community Centers

United Women Firefighters

Violence Intervention Program

VOCAL-NY (Voices of Community Activists and Leaders)

Welfare Rights Initiative

WHEDCo

YWCA/The Young Women's Christian Association of the City of New York

\* indicates grantee partners supported by The NYC Fund for Girls and Young Women of Color.

\*\* indicates grantee partners supported by The Hildegard Fund.

† indicates grantee partners supported by The Foundation and The NYC Fund for Girls and Young Women of Color.

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

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

---

 [@NYWOMENSFDN](https://twitter.com/NYWOMENSFDN) |  [NEWYORKWOMENSFOUNDATION](https://www.facebook.com/NEWYORKWOMENSFOUNDATION) |  [@NYWOMENSFDN](https://www.instagram.com/NYWOMENSFDN)