

2017 ANNUAL REPORT



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

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

A Message from the Board Chairs and President & CEO

Dear Friends,

The New York Women's Foundation has supporters like no other: women and men of conscience who stand up for women and families to ensure we all can live economically secure, safe lives. The support of our community of donors has sustained us during an extraordinary year—one where we witnessed efforts to roll back rights and protections for women, immigrants, and members of the LGBTQI community reach a fever pitch. It was also the year that we distributed more funds than ever before; celebrated the strength and resilience of our grantee partners; inspired national change through our local efforts; *and* marked our 30th Anniversary. The timing is poignant. We have accomplished so much over the past three decades—something to rejoice. Yet we know that our work is far from done. Indeed, **we are more resolved than ever to take bold action to create gender, racial and economic justice.**


This year, we distributed a total of \$8 million to 169 grantee partners through The Foundation and The NYC Fund for Girls and Young Women of Color, which we co-created and manage. Our giving represents The Foundation's steadfast commitment to responding to emerging issues; remaining consistent on the seemingly intractable issues of poverty, violence, and

discrimination; uplifting the leadership of women and girls; and continuing to be an early investor in innovative, community-based solutions.

Our grantee partners are women-led organizations doing incredible work to transform individual lives, families and communities. They are making New York City better and stronger every single day. We are grateful to them for stepping up with solutions to the problems their communities face. And we are grateful for our community of donors who step up to support our efforts to invest in both solutions and in the leaders who create them. The Foundation was built on the belief that each woman is powerful, and that together we are an unstoppable force. That belief has never wavered as we continue to fight for all women's ability to thrive and live free from violence.

Thank you for your passion and commitment. Thank you for your resources and time. Thank you for believing in us and standing with all women. Together, we will show the world what Radical Generosity can do.

Warm regards,



Kwanza Butler
Board Co-Chair



Janet Riccio
Board Co-Chair



Ana L. Oliveira
President and CEO



Callisto

Our Giving

Philanthropy is more than an act of giving; it's taking action. At The New York Women's Foundation, our **"radical generosity" approach to philanthropy** is more powerful because of our inclusive, participatory approach to both raising funds and distributing them.

In 2017, The New York Women's Foundation distributed \$8 million—more than ever before. This giving represents: \$5.2 million distributed by The Foundation; an additional \$.6 million from The Foundation to The NYC Fund for Girls and Young Women of Color (The Fund); and a total of \$2.8 million distributed by The Fund.

The Foundation's giving represents our commitment to responding to emerging issues, fighting for racial, gender and economic justice, uplifting women's leadership, and continuing to be bold investor in innovative, community-based solutions supporting women and their families.

Since its inception, The Foundation has brought together an **alliance of women supporters** from all backgrounds and means. Our supporters have stood stronger together, pooling resources to achieve bigger, more lasting results. We are proud to report that this year, we welcomed nearly 700 new individuals to our community of donor activists.

Our inclusive approach encompasses **participatory grantmaking**, ensuring that the communities we serve play a vital role in what we fund. Volunteers 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.

The Foundation expanded its participatory grantmaking approach to include girls through our innovative **Girls Ignite! Grantmaking**. Now in its second year, 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. This unique 8-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.



Girl Be Heard

Our Radical Generosity Agenda for 2017

- 1** Promote the economic security of women and girls through programs that provide access to education, leadership opportunities, job training, employment, and financial resources.
- 2** Promote the safety of women, girls, and transgender people by supporting prevention, intervention, advocacy and policy work that makes lasting change in institutions and beliefs that perpetuate gender-based violence.
- 3** Support women, girls, and gender-fluid individuals' ability to take control of their health and sexual rights, and to obtain quality healthcare, including the full range of reproductive services.
- 4** Support girls and young women of color as leaders now and in the future by breaking generational cycles of poverty, abuse, and disinvestment.
- 5** Accelerate change and respond to the shifting national political landscape and policy changes that adversely impact New York's most vulnerable communities.
- 6** Invest in the leadership of women-led, community-based organizations by ensuring our grantee partner's programmatic and organizational sustainability.
- 7** Offer bold leadership on what works, influencing philanthropy and convening experts on top issues facing women.

1

Promote the economic security of women and girls through programs that provide access to education, leadership opportunities, job training, employment, and financial resources.

Meet Kimberly, a participant at Per Scholas



I came to New York City from Baltimore at the age of 17 with the dream of becoming a computer programmer. I studied at NYU and at the time, I found out this path wasn't for me. I was discouraged by the male-centric attitude of technology and it was difficult to adjust to the teaching style. I switched majors a couple of times and eventually, I ran out of money. I went on to work in the restaurant industry,

taking jobs such as hosting and eventually serving to make ends meet. At some point, I moved into management. During the course of my career, I always found myself gravitating toward technology within this field. I realized that even though I shelved my dream of a career in tech, I was often taking on projects that centered around technology in my place of work. The hospitality group I worked for wasn't giving me the opportunity to pursue my interest, instead they offered me a position that took me farther away from it. I made a counter offer, which they rejected. After working in the restaurant industry for over 10 years, I decided to leave.

I started job hunting immediately—sending resumes far and wide, hoping someone would take a chance on me. One day at the unemployment office, the counselor really looked at my resume and where I was applying to for jobs. Understanding my interest in tech,

the counselor suggested I go to Per Scholas (PS) to get the training and certifications that would help me compete for tech jobs. I took the entrance exam and was invited to interview for admittance into the program. PS was an outstanding experience for me—my instructor gave me the skills that I needed to get to where I wanted to be. I gained knowledge and certifications, but I also built a network that has supported me through my journey and beyond. Most importantly I gained confidence in myself and my skill set.

Through PS, I had the opportunity to gain a mentor from Bloomberg, which happened at the same time that I was interviewing for a job there. I am proud to say that I have been at Bloomberg for almost 3 years now. I brought all the “soft skills” I learned in the hospitality industry—communication, working with a sense of urgency, teamwork—and combined them with the rich technical and industry knowledge I gained at PS. Every day, I use my skills to bridge the gap between tech and end users.

If you asked my discouraged 17-year old self if I would be here, I wouldn't have seen it for myself. Now I can see that I was always able to live my dream of a career in tech—I just learned differently and needed the right teachers. PS creates agency, networks and confidence in people like me who are told on a daily basis they don't have the experience or the education for this kind of work. And most importantly, I can always go back and get guidance and advice because Per Scholas is a family.

Economic Justice Grants

African Communities Together - \$60,000

African Refuge Inc. - \$60,000

Brandworkers - \$60,000

Business Center for New Americans - \$60,000

Center for Frontline Retail - \$60,000

Footsteps - \$70,000

Hudson Link for Higher Education in Prison Inc. - \$70,000

Latinas on the Verge of Excellence, Inc. - \$60,000

Latino Justice PRLDEF - \$60,000

Mekong Inc. - \$60,000

Minkwon Center for Community Action Inc. - \$60,000

Movement for Justice in El Barrio - \$70,000

Neighbors Helping Neighbors Inc. - \$60,000

Neighbors Together - \$60,000

New Immigrant Community Empowerment (NICE) - \$60,000

New York State Paid Leave Coalition Inc. - \$60,000

New York State Tenants and Neighbors Information Service, Inc. - \$60,000

PA'LANTE Harlem, Inc. - \$60,000

PowHer New York - \$60,000

Soledad O'Brien and Brad Raymond Foundation - \$70,000

United Community Centers Inc. - \$70,000

United Women Firefighters of New York - \$60,000

VOCAL-NY - \$60,000

Legislative and Policy Advancements:

In 2017, The New York Women's Foundation accelerated the progress of important legislative and policy advancements by supporting grantee partners to create change that will improve the lives of women and families in New York City and beyond.

New York City Council **expanded the number of "designated citywide languages"** in which all NYC agencies must provide language access from six languages to 10, significantly benefiting immigrants as workers, business owners, and community members.

New York City Council **banned on-call scheduling practices for the retail industry.** The bill also featured other fair workweek rules prohibiting retail employers from canceling, changing or adding work shifts within 72 hours of the start of the shift, and requiring retail employers to post shift schedules 72 hours in advance.

New York State issued Equal Pay Executive Orders **prohibiting NYS entities from asking or requiring applicants to provide current compensation or salary history** and requiring state contractors to report salaries by gender for all employees.

The City of New York now provides **Universal Free Lunch in Public Schools.**

New York State Assembly passed a **Special Prosecutor bill providing the Attorney General's office with jurisdiction in all cases of police killings and deaths in custody.**

The **Two Bridges Waterfront Area** was protected from further luxury residential development which would have displaced low-income families.



Economic Justice Partnerships

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 supports 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 necessary for 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.

Business Outreach Center Network, Inc. - \$70,000

College and Community Fellowship - \$70,000

Grace Outreach - \$70,000

Hot Bread Kitchen - \$70,000

Per Scholas, Inc. - \$70,000

Sanctuary for Families, Inc. - \$70,000

STRIVE International Inc. - \$70,000

Union Settlement Association - \$70,000

Violence Intervention Program - \$70,000

Women's Housing and Economic Development - \$70,000

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

Cooperative Economics Alliance of New York City - \$30,000

The Debt Collective - \$30,000

Faith in New York - \$30,000

New Economy Project - \$30,000

Through the **Backstretch Workers Project**, The New York Women's Foundation works to advance the health, welfare and economic potential of women and families working in thoroughbred racing and "backstretch" jobs that serve Belmont Park, Aqueduct Raceway and Saratoga Race Course of Greater New York and New York State. Together, these organizations provide a range of services including primary, mental health, substance use and reproductive health care services, support groups on a range of issues, community social events, and early childhood education.

Backstretch Employee Service Team of New York - \$25,000

Belmont Childcare Association, Inc. - \$50,000

Race Track Chaplaincy of America Metropolitan New York Division - \$25,000

Last year, 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. PT builds on the more than 30 years of expertise and leadership of U.S. women's foundations to fund programs that have proven effective nationwide including job training, child care, and research. In 2016, Prosperity Together partners invested a collective \$29 million. In 2017, PT partners gave an additional \$29 million, reaching 58 percent of their \$100 million commitment over the past two years.



Hot Bread Kitchen

2

Promote the safety of women, girls, and transgender people by supporting prevention, intervention, advocacy and policy work that makes lasting change in institutions and beliefs that perpetuate gender-based violence.

Meet Deeba, a program participant at Women for Afghan Women



Deeba* walked into Women for Afghan Women's (WAW) New York Community Center for the first time in the beginning of 2016. She didn't share much about herself during her first visit but did register for English as a Second Language (ESL) courses. Deeba had recently moved from Afghanistan with her husband and was adjusting to her new life. As her comfort level with our center grew, she disclosed some of the issues she was facing at home.

Deeba shared that her father-in-law, who resided with her and her husband, had hidden her Green Card approval and Social Security Card. She also disclosed that her husband suffers from a mental health disorder, which was kept secret from her prior to her wedding. Finally, Deeba also shared that her father-in-law was abusive and controlling and would no longer allow her to attend ESL classes at the Center.

Although Deeba's husband was not abusive, he remained silent about his father's abuse toward her. Her husband also experienced his father's controlling behavior and was totally dependent on him. Initially Deeba

did not want to leave her husband because she felt sorry for him, but as time passed, and the abuse continued, she left him.

Since she didn't have any family in the U.S., Deeba stayed with a friend who was related to her in-laws for a week. She came to the Center asking for help. Deeba needed everything—a place to stay, a job to help her pay for rent, Medicaid, a New York State ID, and lawyers who could help her to obtain her Legal Permanent Resident card as her conditional Green Card was soon expiring. Due to safety concerns, WAW could not connect her with community members, as Deeba's mother-in-law was looking for her. Instead, WAW's staff found her a roommate who was willing to wait until she had a job to collect her share of the rent and then helped her find a job. Deeba was so motivated and hard-working that WAW's staff found it easy to place her in a job. Now, she is financially independent, and even helps out her family in India.

Deeba is getting her learner's permit and plans on starting a college education. With help from the Queens Family Justice Center, Deeba is working to obtain her permanent residency status and finalizing her divorce. Perhaps most exciting, Deeba recently traveled back to India to see her family, which she'd been apart from for four years. Deeba's story is one of strength and resilience. The team at Women for Afghan Women are proud to have been a part of her brave journey.

**For the subject's safety, we've used the name Deeba.*

Anti-violence and Safety Grants

Black Women's Blueprint - \$60,000

Callisto - \$60,000

Community Connections for Youth, Inc. - \$60,000

Drum – Desis Rising Up and Moving, Inc. - \$60,000

Girl Be Heard - \$70,000

Justice Committee, Inc. - \$60,000

Mixteca Organization, Inc. - \$60,000

Queer Detainee Empowerment Project - \$60,000

Rise Magazine - \$60,000

Shifting Our Paradigm: Violence Against Women

For 31 years, The Foundation has been investing in women-led, community-based solutions to ending the epidemic of gender-based violence. From economic empowerment for women leaving domestic violence situations to specialized services for immigrant women escaping abuse, The Foundation has supported a wide-range of advocacy and direct response services for survivors and their families.

To accelerate change in this area, The Foundation made a paradigm shift. Violence against women has largely been framed as a women's issue, but that violence is predominantly carried out by men. Men must lead the way in promoting healthy, respectful manhood, and in taking a leadership role in combatting violence against women.

The Foundation invests in men who are eager to disrupt cultural norms that marginalize and devalue others, beginning with A Call To Men. Since 2015, we have provided funding to help strengthen their programs in New York City that address the learned

disrespect, mistreatment and abuse of women as part of the socialization process of boys and young men.

By supporting the mission of A Call To Men, The Foundation is helping build a base of male leaders and allies working towards the eradication of violence and discrimination against women, girls, and LGBTQI individuals.

In addition, The Foundation awarded ten organizations with small grants to pilot projects that engage men and boys in efforts to promote positive masculinity and address gender-based violence and other intersecting issues in their communities. Some organizations that explicitly serve women and girls utilized the funds to reach out to men, boys, and gender non-conforming individuals in their communities for the first time; other organizations working directly with men and boys utilized the funds to incorporate and deepen discussions of gender-based violence and discrimination into their work.

Gender-based Violence Grants

A Call To Men - \$100,000

Center for Anti-Violence Education Inc. - \$2,000

Center for Court Innovation - \$2,000

Claremont Neighborhood Centers, Inc. - \$2,000

Children's Aid Society - \$2,000

Edwin Gould Services for Children and Families - \$2,000

New York Paid Leave Coalition - \$2,000

Sakhi for South Asian Women - \$2,000

SCAN - New York Volunteer Parent Aides Association Inc. - \$2,000

Silberman School of Social Work at Hunter College of The City University of New York - \$2,000

Violence Intervention Program - \$2,000



Justice Committee

3

Support women, girls, and gender-fluid individuals' ability to take control of their health and sexual rights, and to obtain quality healthcare, including the full range of reproductive services.

Meet Blue, Grrrl Power Participant at the Pride Center of Staten Island



Blue, an 18-year old gender-fluid person of color didn't learn about financial literacy at home or in school—they had other things to worry about. "A few years ago I had some issues in my mom's house with her partner. The Administration for Children's Services (ACS) got involved and now I'm in foster care."

In the tumultuous time between entering the foster care system and

being placed with a family, Blue kept coming to Grrrl Power, a group for LGBTQI and allied young women and gender non-conforming youth ages 13-24 at the Pride Center of Staten Island. The group provides dinner and discussion every week allowing youth to share their experiences and provide support so that they live empowered, inspired and full lives.

"Coming to Grrrl Power really helped me," they explained. "I got to see people that made my day. Coming here and doing discussion groups, projects, and events, that really helps me and it really makes me feel okay in some way. So coming here really empowers me to keep on pushing. Just coming here was really helpful in the long run."

In addition to the social support Blue found at Grrrl Power, they have learned about banking, budgeting, and credit. Blue has created a budget and is working on incorporating it into their daily life. Blue has noticed a difference: "I like to be out here and buy food and games and this and that," they say, "but now I have the money to buy the things I actually need, like clothing and necessities. ... It [budgeting] helps me manage my life better and save for the future."

Blue is currently saving up for a video camera. With their newfound budget savviness, we are confident that they will be filming in no time!



Anti-Violence Project

Health, Sexual Rights, and Reproductive Justice Grants

Black Women's Blueprint - \$75,000*

Pride Center of Staten Island - \$60,000

Fostering Progressive Advocacy (FPA) Foundation - \$60,000*

*Since 2007, The Foundation has 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. In 2017, The Foundation awarded grants to local community-based, women-of-color led reproductive justice organizations.

4

Support girls and young women of color as leaders now and in the future by breaking generational cycles of poverty, abuse, and disinvestment.

In 2017, The Foundation continued to play a leading role in “first of its kind” efforts to center the voices of girls and young women of color and to attract attention and funding to efforts to support their success. Our initiative **IGNITE! with Girls, Young Women, and Gender-Fluid Youth of Color** unites the power of community, government, philanthropy, and most importantly, girls, young women, and gender-fluid youth of color themselves to radically change the way that society views and supports the strengths of this vital population. IGNITE! includes:

The NYC Fund for Girls and Young Women of Color is unique in its specific mission to foster sustained structural change to transform the lives of girls, young women, and transgender and gender non-conforming (TGNC) youth of color—breaking generational cycles of poverty, abuse, and disinvestment. The Fund supports organizations that actively work to shift popular culture and the public narrative by building the visible leadership of NYC’s girls, young women, and TGNC youth of color in their own voice and on their own terms through social media, arts activism, and other advocacy and organizing strategies.

Thus far, The Foundation’s work on the **Young Women’s Initiative of New York City (YWI)** has inspired the launch of seven new Young Women’s Initiatives nationwide. Along with The New York Women’s Foundation, the other women’s foundations launching the expansion have created **The National Philanthropic Collaborative of Young Women’s Initiatives** to support this important work.

Girls IGNITE! Grantmaking (a partnership YWCA of NYC) empowers the next generation of philanthropists to 15 teenage girls and gender-fluid individuals of varying racial, ethnic and cultural backgrounds from across the city to explore social justice issues, leadership, advocacy,

The NYC Fund for Girls and Young Women of Color

The NYC Fund for Girls and Young Women of Color continues to grow its membership, which currently stands at 20 members: Andrus Family Fund, Brooklyn Community Foundation, Cricket Island Foundation, Ford Foundation, Foundation for a Just Society, The Harnisch Foundation, Jessie Smith Noyes Foundation, Ms. Foundation for Women, 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 Foundation, Surdna Foundation, Third Wave Fund, and William T. Grant Foundation.

peer group dynamics, community engagement, and financial decision making. This eight-month program affords the participants the opportunity to work as a team to distribute \$30,000 of The Foundation’s grantmaking funds to local, youth-led nonprofit organizations.

Under the IGNITE! Initiative, the Foundation invested in organizations that aim to create a culture and narrative shift through the arts, writing, and theatre that center the voices of girls, gender-fluid, and young women of color.

Futuro Media Group - \$60,000

The Lily Awards Foundation - \$30,000

Meet Jadayah, member of the Young Women’s Advisory Council at Girls for Gender Equity

Girls for Gender Equity is a grantee partner of The NYC Fund for Women and Girls.

The Young Women’s Initiative is an intergenerational, participatory governance process launched in 2015 by City Council Speaker Melissa Mark-Viverito, to center the needs and voices of cis and trans young women and gender non-conforming young people of color ages 12-24. I was part of the Young Women’s Advisory Council (YWAC) at Girls for Gender Equity which advises the initiative through five issue-based working groups to inform policy, program, data, and funding recommendations for New York City.

I first became aware of YWAC through Council Member Laurie Cumbo’s office. I participated in its first two years and found it to be a unique and rewarding opportunity. Working alongside my fellow YWAC members, I was able to represent girls and young women of color of our city and to advocate for the most vulnerable New Yorkers. We were able to bring our lived experiences to bear when advising city agencies to ensure that policies would be aligned with what would be most helpful to our community. It was an honor to serve my city in this way.

Girls for Gender Equity led the advisory council by bringing the members together, teaching us more about feminism and theories that structure how we think about ourselves. GGE created safe space to learn and ask questions, but also to collaborate to ensure that the conversations we were having resulted in recommendations that would have an effect on how our city is structured. GGE helped us bring our whole selves into every space that we went into, which informed how we crafted our advocacy.

Now, I lead a nonprofit—the International Youth Leadership Institute (IYLI). Our mission is to nurture a new generation of visionary leaders from the African Diaspora who, inspired by their rich African heritage, are committed to leave a legacy in the world. My experiences with YWAC and IYLI have shown me the amazing impact that youth can have. Both organizations have changed my life and brought me so much joy.



Mixteca

The Fund for Girls and Young Women of Color Grants

The Alex House Project, Inc. - \$100,000

American Indian Community House, Inc - \$40,000

Ancient Song Doula Services - \$50,000

Arab American Association of New York Inc. - \$90,000

Arab American Family Support Center - \$95,000

Atlas DIY - \$85,000

Audre Lorde Project, Inc - \$75,000
Black Alliance for Just Immigration - \$75,000
BlackFem, Inc. - \$45,000
The BLK Project - \$40,000
Brotherhood/Sister Sol - \$75,000
Casita Maria Center for Arts and Education - \$100,000
CAAAY: Organizing Asian Communities - \$75,000
Center for Anti-Violence Education, Inc. - \$45,000
Community Connections for Youth, Inc. - \$75,000
CONNECT, Inc. - \$50,000
DRUM- Desis Rising Up & Moving - \$60,000
FIERCE - \$90,000
Girl Vow, Inc. - \$40,000
Girls for Gender Equity Inc. - \$240,000
Global Action Project, Inc. - \$50,000
Hetrick Martin Institute, Inc. - \$70,000
Make the Road New York - \$55,000
National Asian Pacific American Women's Forum, a Project of Tides Center - \$90,000
New York City Gay and Lesbian Anti-Violence Project - \$75,000
New York City Urban Debate League, Inc. - \$40,000
New York State Youth Leadership Council, Inc. - \$60,000
Resilience Advocacy Project - \$50,000
Restaurant Opportunities Centers United - \$50,000
S.O.U.L. Sisters Leadership Collective, Inc. - \$80,000
Sadie Nash Leadership Project, Inc. - \$100,000
South Asian Youth Action Inc. - \$90,000
Staten Island Community Job Center (La Colmena) - \$30,000
Welfare Rights Initiative - \$60,000
The WomanHOOD Project - \$40,000
Theatre of the Oppressed NYC - \$50,000



Center For Anti-Violence Education

**THE
NEW YORK
WOMEN'S
FOUNDATION**

CELEBRATING

30 years
**of radical
generosity**

[1-5] We celebrated our 30 years of fighting for racial, gender, and economic justice at our Celebrating Women Breakfast by honoring leaders working on the frontlines for change as well as our board alumnae for their steadfast dedication and commitment to our mission.

[6-7] We celebrated our board alumnae at our Family Reunion.

[8-10] Our Neighborhood Dinner in Manhattan at the Museum of the City of New York paid tribute to outstanding leaders and entrepreneurs who are dedicated to giving back and uplifting their communities.



[11-16] We honored committed men and women from various industries and sectors who, in their own way, are championing issues that advance the well-being of women and families, at our Radical Generosity Gala at the Plaza.

[17-20] At the end of the year, we had a reception for our grantee partners, and our volunteers that donated their time, energy and expertise to be a part of our Grants Advisory Committee and Participatory Review Committee.

Truthworker Theatre Company - \$50,000

Turning Point for Women and Families - \$50,000

Vibe Theater Experience - \$30,000

YWCA of NY - \$50,000

In 2017, The Fund provided three grants in response to the political backlash against immigrant youth and their communities.

Atlas DIY received \$10,000 to support the expansion of their youth immigration clinic activities in response to the cancellation of the DACA program.

Arab American Family Support Center received \$5,000 to support their Audacious Young Women of Action (AWAY!) initiative's *Stomp Out the Muslim Ban* project is a public education and advocacy project created by Arab, Middle Eastern, Muslim and South Asian girls and young women.

Make the Road New York received \$5,000 for their *Know Your Rights* project which has reached more than 3,000 immigrants (many who are immigrant mothers who are preparing for possible separations from their children).

Meet Kali, a Girls Ignite! Grantmaking Fellow at The New York Women's Foundation

The most challenging part of the grantmaking process for me was the issue of prioritizing. Amongst our cohort of 15 girls, we found so many different issues important and as we went through the grantmaking process, the determination of need is difficult when comparing issues that seem equally urgent. Also, as this fellowship is strongly rooted in collaboration, each fellow came to the program with different backgrounds and passions that affected how the grantmaking process was going to go and which issues were important. For example, I care a lot about body image and fostering healthy perceptions of beauty among young women because of my personal experience with an eating disorder. However, other girls were really invested in depression among girls and the gender non-conforming community. We all agreed upon their mutual importance but when it boiled down to the decision-making, we had to put ourselves in each other's shoes and examine what was going to make the largest impact on the respective community.

There are a lot of really rewarding aspects of this program. At first, I thought that the most rewarding part of the program would be being able to give money to organizations that are doing really great work. I soon realized, over the course of this program, that it actually goes beyond that. The idea of participatory grantmaking is very impactful in



Resilience Advocacy Project

theory but being a part of it is a whole other story. As a high school girl who grew up in Brooklyn, I'm not used to having my voice matter and having a measurable impact on my community and the city in which I was raised. This power and ability to impact others has made me feel engaged and powerful in a way I can't explain and affected the way I view myself in my daily life. A good example of this is when the Parkland students started coming forward and advocating for gun control, they stood for students being heard and no longer being cast aside but listened as equal members of the community. The movement only further empowered the sense of responsibility and worth I was being given by The New York Women's Foundation's Girls Ignite Grantmaking program, and so my perspective as a student has completely shifted because of this program.

The Foundation has done too many things to count to make me feel empowered. On the larger level, it has giving me this opportunity and the power that comes with it. I remember for my first site visit, one of the co-fellows asked The Foundation's program officer, Bea, "So are we gonna be the only ones talking?" She smiled at us and said, "Yep, that's the idea." The confidence she had in our ability was incredibly empowering and is only one example of the many times it has happened. This ties to another source of empowerment which is on a more personal level. It is really a transformational experience to be in a space with twenty or so young women and adult women who are genuinely some of the most intelligent people I know and who are working through The Foundation to do amazing things for the community I'm a part of. Working with The Foundation and YWCA staff has provided me with role models that I get to interact in real life, instead of the glorified celebrities I'm used to seeing. They are down to earth, yet strong-willed and passionate and these are attributes I admire and seek to adopt.

Girls Ignite! Grantmaking Grantee Grants

Bangladeshi American Community Development & Youth Service Corp - \$5,000

Girl Vow Inc. - \$5,000

Knowledge House Fellowship Inc. - \$2,500

Sauti Yetu Center for African Women - \$5,000

Shine Foundation Inc. - \$2,500

The Center for Anti-Violence Education Inc. - \$5,000

Young Women of Color HIV/AIDS Coalition - \$5,000

We granted \$80,000 to the YWCA of New York City to facilitate and oversee the partnership.



Girls Ignite! Grantmaking Expo

5

Accelerate change and respond to the shifting national political landscape and policy changes that adversely impact New York's most vulnerable communities.

The Foundation responded to the shifting national political landscape and looming federal-level policy changes expected to adversely impact New York City's most vulnerable communities, with **Resilience NYC**. A one million-dollar commitment to fund organizations and programs that work with women and families directly impacted, Resilience NYC grants support efforts to build resistance to negative policies and strategies; to protect positive policy strides at risk; and to build on the strengths of leaders, staff, volunteers.

Resilience NYC Grants

Adhikaar for Human Rights and Social Justice - \$60,000
The Audre Lorde Project, Inc. - \$30,000
CAAAY: Organizing Asian Communities - \$40,000
Callen-Lorde Community Health Center- \$60,000
The Center for Anti-Violence Education Inc. - \$60,000
Chhaya Community Development Corporation - \$60,000
City Bar Justice Center - \$30,000
Community Voices Heard - \$60,000
Damayan Migrant Workers Association - \$60,000
Jacob A. Riis Neighborhood Settlement House - \$60,000
Jews for Racial and Economic Justice - \$30,000
Mixteca Organization, Inc. - \$30,000
Movement for Justice in El Barrio - \$30,000

National Mobilization Against Sweatshops - \$30,000

New York State Tenants and Neighbors Information Service, Inc. - \$30,000

Sakhi For South Asian Women - \$30,000

SCO Family of Services (Center for Family Life) - \$60,000

Urban Justice Center - \$60,000

Women for Afghan Women Inc. - \$30,000

After the 2016 election of the current federal administration, The New York Women's Foundation encountered a growing demand to bring the leadership and voices of women to the forefront of the political process. In response, The Foundation launched its **Civic Engagement** grantmaking strategy in 2017 to support community-based organizations that are increasing women's leadership in the political process. This strategy provided a unique opportunity to enhance women's participation, leadership, and influence in public life during a tumultuous political era for girls, women and gender-fluid individuals.

Civic Engagement Grants

Higher Heights Leadership Fund - \$60,000

New American Leaders- \$60,000

IGNITE!- \$60,000

VoteRunLead- \$10,000

The Foundation continued its efforts to end mass incarceration of women and support criminal justice reform by:

Filling gaps in knowledge - The Foundation supported the Prisoner Reentry Institute at John Jay College of Criminal Justice in research culminating in a report titled, *Women InJustice: Gender and the Pathway to Jail in New York City*. The report bridges information gaps—to help those working in criminal justice reform to better understand the unique needs of women, and to help those working in women’s services to better understand the context of the criminal justice system.

Bringing our expertise and leadership to the table - Our President and CEO, Ana Oliveira continued to serve as a member of the Independent Commission on New York City Criminal Justice and Incarceration Reform chaired by former state chief judge Jonathan Lippman to examine closing Rikers Island. The Foundation’s representation on this committee is critically important as the over criminalization of women of color is a major contributor to women’s economic insecurity.



Michele Penzer, Alison Wilkey, Ana Oliveira, Hon. Jonathan Lippman, Hon. Judy Kluger, Vivian Nixon, and Diana Ortiz.



Mixteca

6

Invest in the leadership of women-led, community-based organizations by ensuring our grantee partner's programmatic and organizational sustainability.

Capacity Building Partnerships

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

Cause Effective provided a series of workshops and one-on-one consultations for grantee partners to strengthen individual donor development, increase overall fundraising capacity and board development training.

The **Citizens Committee for New York City** provided micro-grants, project planning assistance, and resources to 12 volunteer-led groups supporting women through education, physical activity, historical record keeping, and more in 17 neighborhoods throughout New York City.

The Foundation partnered with **Community Resource Exchange (CRE)** in launching a leadership development program for Executive Directors of grantee partner organizations. Through action learning, peer support groups, and executive coaching, Executive Directors leveraged strengths and identified barriers to improved performance, developed key learning and professional development goals and charted the best path to accomplish those goals.

The **Kripalu Institute for Extraordinary Living** provided grantee partners the opportunity to participate in a weeklong immersion

program to unlock their innate capacity for stress resilience and optimal performance through mindfulness tools and practices.

The **Omega Women's Leadership Center at the Omega Institute** provided an intensive leadership development retreat and support for grantee partners to explore their unique leadership values, vision, and voice as women leaders.

The Foundation partnered with **TrueChild** to offer a training for grantees to adopt intersectional approaches that incorporates a gender analysis. The training educated and raised grantee awareness about gender norms, and engaged them in assessing how gender transformative approaches might improve their understanding and performance of their work.

"We have changed a lot during the course of funding we have received from The New York Women's Foundation. We also have developed a strategic plan with members, board members, and staff that outlines our areas of focus and where we want to build and grow over the next five years. We would not have been able to grow and evolve if we did not have the financial stability that The Foundation has offered us over the past years."

– New York State Tenants and Neighbors

Individual Capacity Building Grants

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

Business Center for New Americans - \$5,000
Center for Anti-Violence Education - \$10,000
Cooperative Economics Alliance of New York City - \$5,000
Footsteps Inc. \$5,000
Girl Be Heard - \$5,000
Hudson Link for Higher Education in Prison Inc. - \$11,000
Latinas on the Verge of Excellence Inc. - \$5,000
Mixteca Organization - \$5,000
Neighbors Helping Neighbors Inc. - \$10,000
New York State Paid Leave Coalition Inc. - \$5,000
Participatory Budgeting Project Inc. - \$5,000
Queer Detainee Empowerment Project - \$10,000
Resilience Advocacy Project - \$5,000
Rise - \$5,000

2017 New York Capacity Building Funder's Collaborative

The New York City Capacity Building Collaborative consists of 12 social justice foundations—including The New York Women's Foundation as the lead partner—that collectively pool resources to build the capacity of grassroots community-based organizations. The Collaborative's mission is to provide our collective community of grantee partners with opportunities for trainings and technical assistance to strengthen their leadership and organizational capacity. We aim to create space for organizations to learn from each other and build relationships and new partnerships.

In 2017, The Foundation partnered with the New York City Capacity Building Collaborative to offer grantees the following workshops and trainings:

Board Fundraising
Risk Management
City Hall Advocacy
Leadership and Management
Community Organizing
Communications and Storytelling
Financial Management

“The impact of participating in the Executive Director’s Peer Circle and Coaching cannot be overstated. It has been a truly transformative process which continues to strengthen my strategic capacity...The support from CRE staff and my peers helped me to see examples of other women leaders juggling work, family and personal lives. And it gave me the confidence I needed to see that there is no secret sauce other than brains, commitment and hard work. Participating in the process not only provided me fuel to get the job done, but energized me to stand up as a leader for the field of aging and for my staffing team. I truly can’t overstate how appreciative I am of The Foundation and CRE for making this process happen.”

– Allison Nickerson, Executive Director, LiveOn NY

Rapid Response Grants to Support and Strengthen Organizations

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

African American Policy Forum - For enhanced community engagement activities.

African Communities Together - For enhanced community engagement activities and community outreach regarding TPS needs in the African immigrant community.

Alliance for Higher Education in Prison – To provide scholarships for formerly incarcerated women to participate in The National Conference for Higher Education in Prison.

Barnard College - For the support of the 2017 and 2018 Athena Film Festival.

Beyond Bold and Brave – For the 2018 Black Lesbian Conference.

Bronx Children's Museum – In support of the Fair Start Initiative.

Brotherhood/Sister Sol – To support comprehensive, holistic, and long-term support services for young women and girls in New York City.

Caribbean Cultural Center African Diaspora Institute – For enhanced community engagement activities and exhibitions focused on race, myth, art and justice.



Footsteps

Center for Family Life in Sunset Park/SCO Family Services – To support counseling, employment, education and recreation services for women and girls.

College and Community Fellowship – For enhanced community engagement activities.

Domestic Workers United – For enhanced community engagement activities.

Dominican Women’s Development Center – For enhanced community engagement activities.

Faces of Giving Projects Inc. – In support of The Apparitional Donor: Understanding and Engaging High Net Worth Donors of Color.

Federation of Protestant Welfare Agencies – In support of the Women on the Rise Summit.

Feminist Press Inc. – In support of the “Radical Reproductive Justice: The History and Future of a Movement” event.

Girl Be Heard – For enhanced community engagement activities.

GrassROOTS Community Foundation Inc. – For enhanced community engagement activities.

Growth Philanthropy Network Inc. – In support of the Social Impact Exchange’s Early Childhood Network.

JustLeadershipUSA – For enhanced community engagement activities.

Latino Commission on AIDS – In support of “El Encuentro”, a discussion addressing the needs of LGBTQ communities in Cuba and New York City.

The Mayor’s Fund to Advance New York City – For the 2017 Women’s History Month: Annual mentoring and Civic Leadership Event

Mount Sinai Hospital - Adolescent Health Center – To decrease disparities in the sexual and reproductive health outcomes in young women of color.

National Coalition Against Domestic Violence – In support of the “#Not a Fan” initiative.

New York Community Trust – For the Early Childhood Partners NYC Collaborative

New York University - NYU Leadership FELPS – For their Fellowship for Emerging Leaders in Public service program,

NYU McSilver Institute – For enhanced community engagement activities.

North Star Fund Inc. – For Resilient New York, a forum to advance grassroots organizing.

NYC Alliance Against Sexual Assault – To enhance strategic communications capabilities in order to engage in the national dialogue around sexual violence.

Sakhi for South Asian Women – To develop strategic communication materials.

Service Fund of the National Organization for Women (NOW) – For the Take Rape Seriously NOW campaign.

Start Small Think Big, Inc. – For enhanced community engagement activities.

Unite For Good – To highlight the work of community-based organizations serving women and girls in New York City via the NBC Give television show.

Trinity Healing Center, Inc. – In support of the Daughters of Lotus program.

Violence Intervention Program – For enhanced community engagement activities.

We All Really Matter (W.A.R.M.) – For the redesign of W.A.R.M.’s website.

Washington Area Women’s Foundation Inc. – For the support of the nationwide Prosperity Together initiative.

Welfare Rights Initiative – To support policy, legal advocacy, and community leadership training programs.

Women’s E-News – To support a media segment that will profile eight women leaders.

Women’s Organizing Network – To advance the leadership of women organizers.

Women’s College Coalition – In support of Barnard Students attending the Women’s College Coalition annual conference.

“During the 6 month period in the Development Director’s Learning Circle, I met monthly with fellow female leaders in Development who are new to their roles, and hail from various non-profits focused on social justice...Having a community of talented female leaders really helped to showcase the struggles we all go through in our new roles, and the strategies we utilize to remain successful. Cause Effective gave the group an incredible amount of tools, time for us to develop as a community, and guidance on some of the biggest struggles facing the Development Departments in some of our organizations. It is rare for women in Development to have a space like this one, and I am incredibly grateful for the opportunity to have been part of this pilot program.”

– Christina Singh, Development and Communications Manager, Neighbors Together

Community Support Grants

A CALL TO MEN

Adhikaar for Human Rights and Social Justice
Black Women’s Blueprint
Boston Women’s Health Book Collective Inc.
Broadway Housing Communities Inc.
Brotherhood/Sister Sol
Center for Popular Democracy
Futuro Media Group
Housing + Solutions, Inc.
New York City Gay and Lesbian Anti-Violence Project
Northern Manhattan Improvement Corporation
Resilience Advocacy Project
Sadie Nash Leadership Project
Socrates Sculpture Park
Soledad O’Brien and Brad Raymond Foundation Inc.
Participatory Budgeting Project
Third Wave Fund
Washington Area Women’s Foundation
Women of Afghan Women



STRIVE

7

Offer bold leadership on what works, influencing philanthropy and convening experts on top issues facing women

The Foundation continued to increase its influence and visibility, while offering bold leadership on what works. In 2017, The Foundation released a report on ***Gender and the Pathway to Jail in NYC*** and hosted several public education events that brought together community, policy and research experts. The Foundation also held its second event in a series examining the effect of the current federal administration on women. Over the course of our 30th Anniversary, we went on **a five-borough tour to uplift and celebrate our grantee partner organizations and their leaders**. Topics included The Power of Immigrant Communities in Brooklyn, Art, Gender and Social Justice in the Bronx, and the Power of Collective Action in Staten Island.

We convened grantee partners and other experts to foster collaboration for greater impact.

Testified at New York City Council Hearing on Gender and Racial Inequality in NYC

Testified at New York State Department of Labor's Gender Pay Gap Hearing

Participated in Philanthropy New York Funders Summit on Justice Reform: The Nation's Eyes on Rikers

Presented at PACE All About Girls Summit

We presented at influential decision-making tables, bringing our own expertise, longstanding commitment, and the voices of our grantees.

New York City Workforce Funders, New York State Council of Girls, Early Childhood Partners NYC Collaborative, Funders for Gender Equity at Philanthropy New York, Justice Reform Group at Philanthropy New York, Census 2020 Working Group at Philanthropy New York, National Young Women's Initiative (YWI) Collaborative, Women's Funding Network, Emerging Practitioners in Philanthropy, Rikers Commission; Workforce

Funders Collaborative, WE NYC, Asian Americans & Pacific Islanders in Philanthropy, Capacity Building Funders Collaborative, New York State Commission on Women, Vera Institute Convening on Criminal Justice.

We leveraged influence and visibility to advance issues of women's economic security, safety and health.

In 2017, The Foundation increased its visibility on the local and national fronts securing coverage and bylines major media outlets.



In July, The Foundation gave New Yorkers and tourists something to look up to thanks to **Morgan Stanley's Lights on Broadway** campaign to build public awareness of the organizations the company supports.



Ana Oliveira and board member Mary Caraccappa.

Our “Radical Generosity” billboards were prominently featured at the Morgan Stanley New York City headquarters in Times Square and encouraged all viewers to join in on our efforts to stand together for *all* of New York’s women.

The Foundation was featured in **NBC Give’s** first-ever episode focusing on women’s issues. The reality show highlights the work of small charities making a big impact. Celebrity ambassador and Food Network personality Sunny Anderson visited two grantee partners that are building expansive futures for girls and women: Brotherhood/Sister Sol in Harlem and Center for Family Life in Sunset Park. Along the way, Sunny learned about philanthropy from our President and CEO, Ana Oliveira, who helped her decide how to distribute a \$50,000 grant from The Foundation between two grantee partner organizations.



NBC Give

We solidified our standing as the experts in women’s philanthropy and issues facing women and families.

The Foundation released **Women InJustice: Gender and the Pathway to Jail in NYC** with a presentation by Alison Wilkey, Director of Public Policy, Prisoner Reentry Institute and a panel that included: Judge Jonathan Lippman, Chair, Independent Commission on NYC Criminal Justice and Incarceration Reform; Vivian Nixon, Executive Director, College and Community Fellowship; Diana Ortiz, Project Director, Women’s Community Justice Project; Judge Judy Kluger, Executive Director, Sanctuary for Families and Michele Penzer (moderator), New York Managing Partner, Latham & Watkins.

The Foundation hosted ***In Focus: Where Women Stand: The First 100 Days of the New Administration***, the second in a series of conversations on the critical challenges facing women and girls under the new administration with journalist Rebecca Traister of New York Magazine; Jessica Gonzalez-Rojas, Executive Director of the National Latina Institute for Reproductive Health; and L. Joy Williams, National Political Strategist.

The Foundation partnered with the Helene & Grant Wilson Center for Social Entrepreneurship at Pace University for the fifth annual True Partnership event, **Best Practices in Collaborations for Social Impact**, which focused on the Young Women’s Initiative, a cross-sector partnership between young women of color, local government, community organizations and philanthropy. The panel included: Melissa Mark-Viverito, New York City Council Speaker; Dr. Danielle R. Moss, Co-Chair of the NY City Council’s Young Women’s Initiative & President of Black Agency Executives; and Ana Oliveira, President and CEO, The New York Women’s Foundation

The Foundation hosted ***In Focus: Women’s Leadership and the Lippman Commission***, which brought together women leaders from The Independent Commission on New York City Criminal Justice and Incarceration Reform. Speakers included: Margaret Egan, Director of Strategic Initiatives, City University of New York; Jane Marshall, Senior Vice President, Forest City New York; Insha Rahman, Project Director, Vera Institute of Justice; Courtney Bryan, Executive Director, Eastern Region, Global Philanthropy, JP Morgan Chase; Dr. Alethea Taylor, CRC, Professor, Director of Internship Development, Hunter College - School of Education Department of Educational Foundations and Counseling; MaryAnne Gilmartin, President & CEO, Forest City New York; Ana Oliveira, President & CEO, The New York Women’s Foundation.

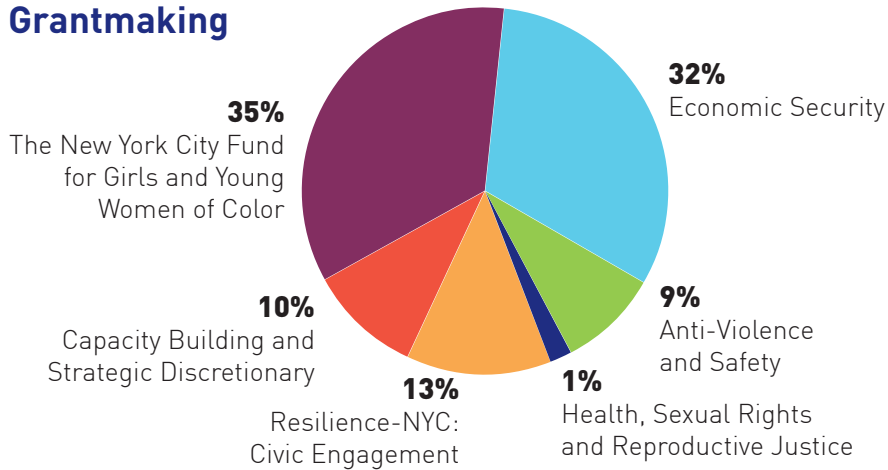
We partnered with **PEN America** and presented two panels at the **World Voices Festival** on **The Incarceration of Women** and **Art, Gender and Social Justice**, bringing together experts in the literary world and grantee partner leaders.



PEN America Panel

FINANCIALS

Grantmaking



Statements of Financial Position

	Dec. 31, 2017	Dec. 31, 2016
ASSETS		
Cash and cash equivalents	\$13,112,729	\$5,434,453
Investments	9,076,202	8,180,061
Pledges receivable, net	2,462,792	3,724,860
Prepaid expenses	106,114	105,248
Other assets	158,788	127,728
Property and equipment, net	68,109	100,179
TOTAL	\$24,984,734	\$17,672,529

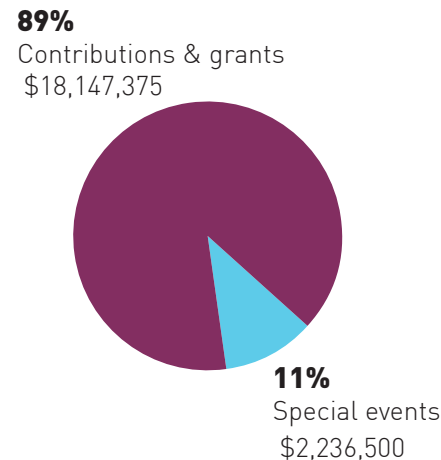
	Dec. 31, 2017	Dec. 31, 2016
LIABILITIES AND NET ASSETS		
Accounts payable and accrued expenses	\$387,696	\$351,039
Grants payable	68,000	476,800
Deferred rent liability	22,500	158,018
Funds received in advance	147,477	55,500
Total liabilities	625,673	1,041,357
Current	12,547,954	2,571,412
Board designated endowment	6,630,283	6,161,103
Total unrestricted	19,178,237	8,732,515
Temporarily restricted	3,381,229	6,099,062
Permanently restricted	1,799,595	1,799,595
Total net assets	24,359,061	16,631,172
TOTAL	\$24,984,734	\$17,672,529

Statements of Activities

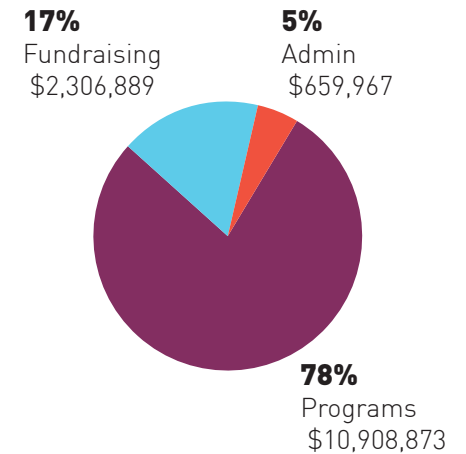
	Dec. 31, 2017	Dec. 31, 2016
SUPPORT AND REVENUE		
Contributions & grants	\$18,147,375	\$3,481,802
Special events	2,236,500	2,416,090
Donated goods and services	64,600	134,709
Investment (losses) gains, net	1,142,934	578,987
Other income	12,209	38,296
Net assets released from restrictions	-	-
Total support and revenue	21,603,618	6,649,884

	Dec. 31, 2017	Dec. 31, 2016
EXPENSES		
Grants, research, public education & leadership development	10,908,873	10,549,874
Administration	659,967	740,860
Fundraising	2,306,889	1,982,466
Total expenses	13,875,729	13,273,200
Change in net assets	7,727,889	(6,623,316)
Net assets - January 1	16,631,172	23,254,488
Net assets - December 31	\$24,359,061	\$16,631,172

Sources of Revenue



Expenditures



DONORS

We are so grateful for the support and partnership from our donors. Your generosity makes it possible to create better lives for women and families in New York City.

\$100,000+

Hyatt Bass
Bloomberg Philanthropies
Anne E. Delaney
The Ford Foundation
Foundation for a Just Society
Groundswell's Catalyst Fund
Live Oak Foundation
NoVo Foundation
Robert Sterling Clark Foundation
John and Gwen Smart Foundation
Surdna Foundation
Diana L. Taylor
Joan Melber Warburg

\$50,000 - \$99,999

Abigail E. Disney
Dobkin Family Foundation
Ernst & Young
Agnes Gund
InMaat Foundation
JESSIE SMITH NOYES FOUNDATION
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Morgan Stanley
The New York Community Trust
Yvonne S. Quinn
The Sister Fund

\$25,000 - \$49,999

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Karen Choi
Depository Trust & Clearing Corporation
Goldman Sachs & Co.
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Agnes Gund
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Janet M. Riccio
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The Seattle Foundation
Annabelle M. Selldorf

Jean Shafiroff
Stifel
Yael Taquq
Barbara Manfrey
Vogelstein

\$10,000 - \$24,999

Anonymous [2]
Allen & Overy
Amalgamated Bank
Astoria Bank
Bernstein Litowitz Berger & Grossmann LLP
Beyond Mom
Andrea R R. Bozzo
Brandt & Hochman
Literary Agents, Inc.
Capalino+Company
Charitable Gift Fund
Susan C. Coté
The Cricket Island Foundation
Susan R. Cullman
Virginia Day
The Eberstadt Kuffner Fund, Inc.
Diana Elghanayan
FactSet Research Systems, Inc.
Fund for the City of New York
Judith L. Hall
Cathy Isaacson
Jewish Communal Fund
JPMorgan Chase
Latham & Watkins LLP
Lieff Cabraser Heimann & Bernstein, LLP
Lily Auchincloss
Foundation, Inc.
Limestone Foundation
The Margaret & Daniel Loeb - Third Point Foundation
Macy's and
Bloomingdale's
Carolyn Rossip Malcolm
Manatt, Phelps & Phillips LLP
Mazars USA LLP
Grainne McNamara
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Margaret A. Morrison
Ms. Foundation for Women
Jeanne B. Mullgrav
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New York Foundation
North Star Fund
Omnicon Group Inc./G23
Yoko Ono
Patterson, Belknap, Webb & Tyler LLP
PricewaterhouseCoopers
LLP
Mary Dillon Reynolds
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Foundation
Sheri C. Sandler
Susan Sawyers
Scholastic Trade Publishing
The Schott Foundation for Public Education
Tracey Schusterman
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Marissa C. Wesely
Estate of Ada Wray
Barbara Wynne
XL Catlin

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Frankfurt, Kurnit, Klein, and Selz P.C.
Jennifer Giacobbe
Ingrid Hartigan
Anne Hess
The Hoch 2009 Charitable Lead Trust
Katharine A. Homans
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Deborah Jackson
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Lee Roper-Batker
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Saks Fifth Avenue
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Ellen Schall
Olga Skinner
Myrle H. Wall
Mary N. Young

\$2,500 - \$4,999

Anonymous [2]
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Ann Marie Almeida
The Loreen Arbus Foundation
Avalon Trust Company
Julie Bauer
Bloomberg L.P.
Lori Bongiorno
CMI Event Planning + Fundraising
Lorraine Cortés-Vázquez
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Vivian H. Donnelly
Eau Claire Community Foundation
Ingrid Eberly
EisnerAmper LLC
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GMHC
Hilary R. Hatch
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HR&A Advisors, Inc.
IA Construction Management, Inc.
Kwanghee Kim
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Sara Loperogolo
Holly Lynch
Catherine Marron
Marshall Family Foundation
Hazel-Ann Mayers
McKinsey & Company, Inc.
Vizhier Mooney

Moore Philanthropy
Morrison & Foerster Foundation
Neiman Marcus Group
Jennifer Nevins
Susan A. Noonan
Jane B. O'Connell
Open Society Foundations
Alison Overseth
Allison Pease
Ellen Polansky
Proteus Fund
Lee Roper-Batker
Janet C. Ross
Saks Fifth Avenue
Pam B. Schafner
Ellen Schall
Olga Skinner
Myrle H. Wall
Mary N. Young

\$1,000 - \$2,499

Anonymous [2]
Priscilla Almodovar
American Civil Liberties Union, Women's Rights Project
E. Sherrell Andrews
AppNexus
Auburn Seminary
Eileen Auld
Bank of America
Charitable Foundation
Frances Barrett
Annie Bartlett
Lisa G. Beckerman
Claire Behar
Berke-Weiss Law PLLC
Mary Lu Bielek
Madeline Blinder
Maura Bluestone
Kelly V. Bookmyer
Morgan Brill
Thomas Brome
Jennifer K. Brown
Kwanza R. Butler
Laura E. Butzel
Mildred Chan
Kristen Chard Rabsatt
Chris Cheesman
Ellen J. Chesler
Clarick Gueron Reisbaum LLP
Michelle Coffey
Sarah E. Cogan
Sherri Cohen
Colors Foundation
Tricia Cooke
Stacey Cumberbatch
Pamela J. Damsky
Elizabeth B. Dater
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Barbara Debs
McClay LLP
Janet Montag
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Eg+ WorldWide
Extreme Kids & Crew
Eliza Factor
Martha M. Ferry
Coni Frezzo
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The New York Women's Foundation creates an equitable and just future for women and families by uniting a cross-cultural alliance that ignites action and invests in bold, community-led solutions across the city.

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