

The New York Women's Foundation
Activist Philanthropist



Photo courtesy of Start Small Think Big

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Brighton Heights Youth Orchestra performing at The New York Women's Foundation's *A Night at the Plaza* on October 15th, 2015

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Dear Friends,

We are thrilled to bring you our second issue of *Activist Philanthropist*. The stories in this issue share insights on a spectrum of topics affecting women, highlighting individuals, organizations and partnerships that are creating pathways to making the biggest difference, in a variety of ways, in the lives of women, girls and families.

In “Women and Girls on the Edge,” Nicole Mason delineates the support systems required within the criminal justice system for survivors of domestic violence and sexual assault. Susan Leicher explores the often missed dynamics of caregiving for senior women, drawing our attention to the needs of both caregiver and care recipient for the creation of a successful partnership. In “Blazing Pathways to Success,” Humera Afridi reports on the transformative experiences of three former grantee partners who participated in the inaugural Immigrant Women’s Leadership Fellowship established by the Mayor’s Office for Immigrant Affairs. Aiyong Choi gives us an eye-opening view into women’s participation in global peace movements. And Karolina Herrera, our summer intern, interviews her peers about their experience working at The New York Women’s Foundation.

As the year wraps up, we are heartened by the steps we’re making to create a tipping point towards positive change in the lives of women, girls and gender-fluid individuals. We are a co-chair of the Young Women’s Initiative, which under the leadership of New York City Council Speaker Melissa Mark-Viverito, is dedicated to creating policy and funding recommendations in support of girls, young women, and gender-fluid youth. This partnership comes on the heels of IGNITE!, The New York Women’s Foundation’s seven-year, multi-million dollar initiative that combines the power of community, government and philanthropy to create a shift in how we support this too-often ignored population.

Last week, at The White House, we announced our lead partnership in *Prosperity Together*, a five-year, \$100 million funding initiative with a coalition of women’s foundations, to bolster women’s economic security across the United States.

Together with your generosity, we’re working to make the biggest difference in New York City for years and years to come. We stand by our participatory process and know that collaboration and inclusion are hallmarks of successful philanthropy. We thank you for partnering with us.

And as we wish you a safe, prosperous, and inspiring 2016, we hope that you enjoy our second issue!

Warm regards,



Ana L. Oliveira. President & CEO of The New York Women’s Foundation

In Depth:

Women and Girls on the Edge: Violence, Trauma & the Criminal Justice System

BY C. NICOLE MASON



Marissa Alexander. Photo Credit: CNN

On January 25, 2015 Marissa Alexander was released from prison after serving three years of a twenty-year sentence for protecting herself from an abusive husband. A few months later, a Florida judge sentenced the mother of a one-year old to three days in prison for failure to appear in court to testify against her abuser who had repeatedly beaten and threatened her life. ¹

While these two cases above might appear to be aberrations, they are in line with the treatment of victims of domestic violence and sexual assault in the criminal justice system. In the United States, three-quarters of women in prison have experienced physical abuse by an intimate partner and 82 percent report serious physical or sexual abuse as children. ²

When women and girls are prosecuted, their histories of violence and abuse are often not taken into account or under consideration.

“I went through this abuse for so many years. I still feel like I was being abused—by the system.” - Valerie Seely, domestic violence survivor sentenced to 19 years to life for killing her abuser. ³

In the criminal justice system, victims of domestic violence are likely to be treated as perpetrators of violence, rather than victims and receive harsh sentences. Most battered women who kill in self-defense end up in prison. When race is taken into consideration, the ratio of Black women to white women convicted of killing an abusive partner was nearly two-to-one. ⁴

According to the New York state Department of Correctional and Community Services, 67 percent of women were sent to prison for killing someone close to them had been abused by that person.

Girls involved in the Juvenile Justice System are Likely to be Survivors of Multiple forms of Abuse and Violence

According to a recent report by Human Rights for Girls, close to 1 in 4 girls in the juvenile justice system reported multiple occurrences of abuse and violence ranging from rape to physical assault to molestation from a very early age.⁵

The rate of sexual violence experienced by girls in the juvenile is four times higher than boys in the criminal legal system, 31 percent to 7 percent, respectively. In a recent study of juvenile-justice-involved girls in California, 81 percent

reported one or more forms of sexual abuse; and 45 percent reported being beaten or burned at least once.⁶

Women & Girls with History of Trauma or Abuse are More Likely to Be Forced into Criminal Behavior by a Partner

In a recent survey of abused women who have committed one crime, nearly 50 percent had been coerced into committing crimes by their abusers. In New York's Riker's Island, women who identified as a domestic violence survivor said they had engaged in illegal activity in response to coercion, violence or threats of harm from an abusive partner.⁷

There are Little to Few Support Systems in Prison for Victims and Survivors of Violence

While incarcerated, victims and survivors of sexual or domestic violence often do not receive adequate services or support. Survivors in detention live in conditions where incidences of past trauma or abuse may be triggered on a daily basis. As a result, they may experience panic attacks, nightmares or flashbacks and have few resources or programs available to them while incarcerated to help them to cope or heal.⁸

At every stage of the criminal legal system and process--from reporting to prosecution--victims and survivors of domestic and sexual violence do not receive fair treatment and are often re-traumatized. Further, their histories of abuse and trauma are not taken into account or under consideration when prosecuting a crime or in sentencing.

To support victim and survivors of domestic violence and sexual abuse, we need strong policies and legislation at all levels of government that pay attention to the impact of the experience of

domestic and sexual violence on the life chances, outcomes and involvement with the criminal legal system for women and girls. There is also need for gender-specific mental health services and programs within the criminal legal system for women and girls so that they are able to heal and receive adequate support services and counseling.

¹ Hall, Tamron. Outrage after Judge Scolds and Jails Domestic Violence Victim. September 19, 2015. <http://www.msnbc.com/tamron-hall/watch/judge-puts-domestic-violence-victim-in-jail-541779523797>

² Survivors and Abuse of Incarceration. Correctional Association of New York. Accessed November 2, 2015. <http://www.correctionalassociation.org/issue/domestic-violence>

³ Law, Victoria. Domestic Violence Victims in New York May get some Relief. Aljazeera America. January 1, 2015. <http://america.aljazeera.com/articles/2015/1/1/domestic-violencevictimsinnypisonsmaygetsomerelief.html>

⁴ Rethinking Battered Women's Syndrome: A Black Feminist Perspective. UCLA Women's Law Journal. 1991. <http://escholarship.org/uc/item/62z1s13j#page-1>

⁵ Saada Saar, et al. The Sexual Abuse to Prison Pipeline: The Girls' Story. Human Rights for Girls. 2015. http://rights4girls.org/wp-content/uploads/r4g/2015/02/2015_COP_sexual-abuse_layout_web-1.pdf

⁶ ibid

⁷ See: Survivors and Abuse of Incarceration. Correctional Association of New York. Accessed November 2, 2015 and also Law, Victoria. Domestic Violence Victims in New York May get some Relief. Aljazeera America. January 1, 2015.

⁸ California Coalition Against Sexual Assault (CALCASA). Survivors Behind Bars: Supporting Survivors of Prison Rape and Sexual Assault. 2010. Accessed November 2, 2015. <http://www.calcasa.org/wp-content/uploads/2010/12/Survivors-Behind-Bars.pdf>

In Depth:

Re-evaluating the Caregiving Paradigm, Part I: Older Women

BY: SUSAN LEICHER

Older women represent the first, last and most important support system for a spectrum of dependents across New York's lowest-income neighborhoods.

An estimated 100,000 children – some 10% of the city's total youth population – are being raised by grandmothers filling in for parents incapacitated by illness, incarceration or other challenges. Tens of thousands of other grandmothers – particularly grandmothers in the city's immigrant communities – provide full-time home-making and child-rearing coverage for adult children working round the clock. And thousands of mothers remain the central support system for disabled adult children well into their own oldest years – despite exhaustion, impoverishment and the strong potential for exploitation and abuse.

“I came here from Guyana and brought my kids with me, back in the '80's. Now I've got my grands and great-grands to look after. I have lupus, asthma, and thyroid. But the Lord wants me here and so I keep on holding on.”

And yet when indigent or near-indigent older women themselves reach the point of incapacitating frailty they often struggle mightily to obtain appropriate assistance. A relatively small group of those women qualify for Medicaid-funded home care. But most neither meet that program's rock-bottom income eligibility criteria nor are able to pay for services out-of-

pocket. And even when assistance is available it is not always optimal; the home health care industry offers such limited pay, reinforcement and training that aides cannot always perform their work as well as they would like.

The NYC Department for the Aging, in partnership with a cadre of dedicated nonprofit- and faith-based organizations, offers seniors trapped in challenging caregiving situations a range of services and supports. It provides I & R and counseling for parenting grandmothers and legal

assistance to financially-exploited or abused older mothers. It coordinates case management, home-delivered meals and home care for income-eligible home-bound elders. And it seeks ways to stretch those home care services to provide partial coverage for seniors just over the income-eligibility line.

All these services are absolutely vital; and our first task – clearly – must simply be maintaining and expanding them. But simple maintenance and expansion is – just as clearly – not enough.

What is really needed is a radical shift in the millennia-long paradigm that automatically places chief responsibility for supporting our society's most vulnerable individuals on the

shoulders of women, and – particularly – on the women with the most limited material resources.

And absent a total paradigm shift, we at least need to offer stronger and better-coordinated supports to both those female caregivers and those who depend on their care.

A few far-sighted organizations have adopted this latter approach, with impressive results:

JASA, whose Legal Elder Abuse-Prevention Program (LEAP) couples legal assistance for caregiving older mothers with access to key services and safety nets for their disabled and dependent adult children. JASA staff explain that older mothers will generally resist taking self-protective action against their own children unless they know that those children can obtain viable alternative care and support. LEAP provides the reassurance that allows those mothers to finally begin accepting help.

ALIGN, which launched the pioneering “Caring Across the Generations Campaign” – a coalition of home care workers and homebound individuals who collaboratively advocate for measures benefiting everyone. Initial outcomes of the Campaign have included passage of legislation to boost home health aides’ wages, health insurance coverage and training; expansion of care options for seniors with incomes just above the Medicaid eligibility line; and reductions in incidents of the abuse that can so easily occur when both caregivers and care recipients feel overstressed, under-supported and powerless.

Presbyterian Senior Services (PSS), whose South Bronx-based “Grandparent Family Apartment” complex provides a combination of stable housing and vital services – after-school enrichment, summer camp, family counseling, recreational and holiday activities – to 50 grandparent-headed households. This holistic, coordinated model of support has produced consistently extraordinary outcomes for both the grandmothers and the grandchildren. “This is an incredible community,” recounts Rosa Marcano, the project’s Educational Coordinator. “Grandmothers look after one another’s grandkids; older kids mentor younger ones; and teenagers help one another’s grandmothers. Our grandmothers stay healthier and our kids stay in school – with nearly 90% moving to the next grade level at the end of each year. Where else in the South Bronx do you results like that? That’s what happens when you think out of the box!”



Photo courtesy of ALIGN

“Every caregiving situation involves two parties,” concludes noted advocate Dr. Megan McLaughlin. “And each of those parties is likely to face significant challenges. So you have to provide appropriate support to *both* sides. You’d think it would be obvious!”

To learn more about this issue – and to gain a fuller understanding of the overall roles, achievements and needs of lower-income older women – log into the NYWF’s groundbreaking **Blueprint for Investing in Women 60+** at: <http://www.nywf.org/voices-from-the-field/>

In Focus:

Blazing Pathways to Success: Immigrant Women Leaders Claim their Power, Steer Communities to Prosperity

BY HUMERA AFRIDI



Fellows with Fellowship Faculty Azi Khalili and Kayhan Irani. From left to right: Kali Ndoye; Susan Shah; Afreen Alam, Hajia Ramatu Ahmed, Aliza Nisenbaum Rita Abadi; Dayanne Danier; Renee Mehrra; Karina Aybar-Jacobs; Kajori Chaudhuri; Kayhan

Early each Wednesday morning, for thirteen weeks, Naheed Samadi Bahram made her way to the Mayor’s Office of Immigrant Affairs in Lower Manhattan, in time for an 8.00 a.m. workshop. As Program Director of Women for Afghan Women—a former grantee partner of The New York Women’s Foundation—Naheed was one of 15 women leaders in New York City, and one of 6 current or former grantees of The NYWF, selected to participate in an inaugural fellowship established by the Mayor’s Office of Immigrant Affairs (MOIA)—the Immigrant Women Leaders Fellowship, that began in June 2015 and culminated in a graduation ceremony in October 2015.

“It was an extraordinary experience!” shared Naheed. “I’ve been through several workshops and trainings, but this was totally different—because of the group of women who participated, and also the amazing facilitators. We didn’t only learn from the program itself, but we learned from each other!”

The Fellowship aimed to build closer relationships between immigrant women and the City, and to enhance the capacity of emerging and established leaders to promote social change in their communities. Timed, too, to coincide with the anniversary of the 1995 U.N. Conference on Women and the resulting

Beijing Declaration and Platform for Action, the Fellowship made a concerted effort to bolster the power of immigrant women's leadership in New York City.

Passionate about supporting immigrant women leaders, Commissioner Agarwal of MOIA conducted a series of listening tours and conversations with immigrant groups in the city when she started in her role. "The idea was to hear directly from different immigrant communities about the challenges and the goals they have," she explained. "One of the things I noticed in that context is that in many communities, I was often the only woman leader in the room. That was troubling because we know that women are leaders, and often on the front lines of doing really amazing social justice work all around the city."

And this sparked the idea for a fellowship for the emerging cadre of immigrant women at the fore-

front of transformative work in the city. The curriculum for the Immigrant Women Leaders Fellowship was designed by Azi Khalili, Executive Director of Language Access Initiatives at MOIA, and co-facilitated by Khalili and Kayhan Irani. The Fellowship created an intimate space for participants to explore, investigate and practice a range of skills vital not only to their leadership roles but also to their own lives.

"For the first few weeks, there was a lot of focus on racial justice, internalized oppressions, and the different ways that our work and communities are affected by the various power structures," said Ninaj Raoul, co-founder and Executive Director of Haitian Women for Haitian Refugees, a former grantee of The Foundation. "We discussed sexism, racism and everything across the board. We looked into our organizations to see where these might exist and also within our communities, and how we can address this."

Ninanj cited an example. "When a woman comes into the low literacy class and doesn't know how to read, one of the first things she says to the teacher is, 'My head can't hold any-

thing, I'm not smart, it's almost like I'm dumb.' They've been told that by people and they've internalized it. In the low literacy classes, and even our other programs, a lot of the work we do is confidence building," she explained.

To be sensitive to the internalized oppression and injustice that is often the root cause behind words and attitudes, a leader must possess superior listening skills. Active listening formed a crucial component of the Fellowship's curriculum, each workshop session commencing with participants working in pairs, taking turns to listen and speak.

"As a social worker, when I listen to someone, I'm thinking of how I can help that person even as I am listening to them," admitted Kajori Chaudhuri, Director of Programs and Operations at Sapna NYC, a former grantee partner of The NYWF. "So, even if I'm listening, I'm not completely present because I'm

Many of us address the issue of domestic violence in our work. When a woman comes in, she doesn't know what she needs to do yet. But she needs to be heard. That's the first thing she really needs. She's in a household where she doesn't have a voice.

concerned that the person should be helped. But in the workshop, we learned the importance of being in

the moment as we listened. It was truly empowering—for the listener, as well as the person being heard."

"I considered myself a listener before, but the workshop helped me become a much better listener and realize the power of it!" stated Ninaj. "Many of us address the issue of domestic violence in our work. When a woman comes in, she doesn't know what she needs to do yet. But she *needs* to be heard. That's the first thing she really needs. She's in a household where she doesn't have a voice. So the listening is very powerful and it shouldn't be taken for granted. It's an important part of our work."

"The active listening activity taught us all something new," confirmed Naheed. "As activists and social workers, when someone comes to speak to us, we react by our words and our gestures. But here, we learned that it's important to give the space to the person who's speaking and that we're just there to listen, without any reaction. This was an eye-opening practice for me!"

During the course of the fellowship, participants met women leaders in city government who shared their individual stories of challenges and successes in their journeys towards leadership.

“It was powerful to see another woman from an immigrant family having achieved so much. It was really very inspiring,” stated Naheed. “It makes you want to learn from her and teaches you that this city will give you the possibility to succeed. Being in the same room as these leaders encouraged us all to dream bigger! And it wasn’t just exclusive to those of us in the room— we shared our experiences and learnings with our communities.”

“I think what made the fellowship special was having the collective space to openly share and make personal discoveries,” said Commissioner Agarwal. “My colleagues shared stories of real issues and challenges that they confronted to get to where they are now, running agencies. It was a space to really surface internalized forms of oppression—not just surface them, but ask what am I going to do to overcome them and how can my peers help me to do that.”

A poignant outcome of the fellowship is the bonding that took place over the course of 13 weeks. Fast and firm relationships were forged between the participants who represent a broad cross-section of New York City, spanning fields as diverse as the arts, activism, social justice and journalism.

“I feel we are each other’s best resources,” said Ninaj. “We learn so much from each other and from our different organizations.

Commissioner Agarwal has invited the fellows to serve on MOIA’s Women’s Advisory Cabinet, starting this November. Not only will they share emerging issues in their communities—that may take the form of policy or programmatic changes—the fellows will also, importantly, bring a gender lens to the range of projects that MOIA works on.

“A lot of systemic processes are run by men, period,” declared Ninaj. “Often, you’re not being heard when you’re a woman. You don’t have a voice. It’s the general imbalance of power that you have to deal with,” she said, speaking of the challenges unique to women

leaders.

“Patriarchal views can still bog down women leaders,” said Kajori. “Getting together and talking openly about our experiences is empowering. We’ve become accustomed to receiving these little micro-aggressions that are everywhere, hurting us and hurting everyone. The underlying causes are gender and societal norms that have stifled women’s voices for centuries.”

The graduation ceremony of the Immigrant Women Leaders Fellowship took place in the beautiful lobby of the Surrogate’s Courthouse, a Beaux Arts building on Chambers Street. Surrounded by family, friends and colleagues, each fellow spoke for a few moments of their transformative experience in the program.

“For me, the graduation didn’t feel like the end! It felt like a new beginning with these new sisters, these new relationships we developed with each other,” recalled Ninaj.

“I feel honored and blessed to have been part of this program,” said Kajori, remembering the conference room with its big windows and expansive view of the bridge and the river.

“We had access to an experience that allowed us to be vulnerable and explore the challenges and the goals that are meaningful to us. Everyone really bonded.”

“If you asked me nine years ago when I came to this country what I would be doing, I had no idea it would be this,” admitted Naheed. “I’d planned to go back to Afghanistan and work with women and for women’s rights. But I never envisioned I’d be working for women’s rights in the United States! I love what I do. But my aim is that there will be a day when women will not need our services here.”

Given the success of the inaugural class of the Immigrant Women Leaders Fellowship, MOIA hopes to continue with the program and is considering the different forms the Fellowship may take in future years. In the meantime: New York City’s immigrant communities are set to thrive with trailblazing, solution-seeking, self-aware women leaders with a powerful voice at their helm.

Philanthropy In Action:

Women Cross DMZ

BY AIYOUNG CHOI,
WCD Steering Committee, and former
NYWF Board Alumna



On May 24, 2015 thirty women peace-makers from fifteen countries around the world crossed the De-militarized Zone from North Korea to South Korea, calling global attention to the fact that they have been in a state of unresolved war for 62 years.

When WWII ended in 1945 Koreans joyously celebrated their long-sought liberation from decades of Japan's brutal occupation. But this joy was short-lived. The former Soviet Union and the United States decided to split the Korean Peninsula in half along the 38th parallel. This untenable division soon led to the Korean War which killed nearly 4 million people (mostly innocent civilians), and ended in an Armistice Agreement in 1953 with the promise that within 90 days the parties would negotiate

a Peace Treaty. As you know, this never happened.

WomenCrossDMZ walked to end to this war which continues to divert precious human and other valuable resources to build more weapons for war instead of for the real-life needs of our people and our planet. We walked so that millions of families separated by the DMZ for three generations can be reunited before thousands more elderly die each day without ever seeing their loved ones again. We crossed the world's most heavily-armed and land-mined zone on behalf of the millions of Koreans who cannot make this crossing themselves, and to highlight UN Security Council Resolution 1325 mandating the role of women at all levels in preventing violent conflict and in peace negotiations anywhere in the world.

Our Peace Walk was inspired and organized by Executive Director Christine Ahn, and co-chaired by Gloria Steinem and two Nobel Peace Laureates: Mairead Maguire of Northern Ireland, and Leymah Gbowee of Liberia. By ending years of violence and conflict in their countries, they demonstrated the power of women to lead and succeed where governments and politicians failed.

We are human rights lawyers, professors, faith leaders, filmmakers, journalists, artists, peace activists, a former US Army Colonel and diplomat, humanitarian aid workers, and more. Half of us are from the U.S., and again half of those are from the Korean diaspora. Others are from Switzerland, Japan, Canada, Liberia, Mexico, Colombia, Denmark, Northern Ireland, the Philippines, Zimbabwe, and Guam.

Upon arriving in Pyongyang on May 19 we checked into the Yanggakdo International Hotel (humming with foreign tourists and businessmen) and were welcomed at a beautiful formal banquet. For the next four days we traveled with our fluently bi-lingual “minders” to national monuments, parks, museums, a children’s hospital, textile factory, workers’ dormitory, and an evening at the grand theater. We also toured the countryside where we saw the leaner side of life beyond the gleaming towers of the capital.

On our second day we had a Peace Symposium where North Korean women and international women shared the stage, exchanging experiences of war, suffering, and peace, and our views on how to continue working for peace together. We stitched two halves of a patchwork quilt into one, symbolizing unification and unity. Then, holding up the quilt together, we sang the Unification Song in Korean as tears flowed freely, creating a powerful connection and opening for genuine dialogue. On the bus for many days with our hosts, our informal conversations covered other important personal topics like work, family relationships, aging parents, and raising children.

Finally, on the morning of our Peace Walk 5,000 North Korean women came out to send us off, and just hours later when we crossed the DMZ we were greeted by 2,000 South Korean women and families. The next day we held a Peace Symposium in Seoul, followed by a number of less formal gatherings organized by South Korean women.

We have no doubt that our unprecedented ten-day journey for peace in the Korean Peninsula was a highly successful and extraordinarily powerful first step in global citizen-to-citizen diplomacy.

Our next steps:

- Peace Summit. We are organizing a Women’s Peace Summit (February 2016) with North Korean, South Korean, and international women to generate a woman-centered vision for peaceful reunification to be presented at the UN Commission on the Status of Women in March.
- National Network. We are forming a Korea Peace Network of Korean Americans and friends in the U.S. to help achieve a Peace Treaty in Korea by 2020.
- Landmines. We will collaborate with other organizations to de-mine the DMZ, removing landmines as a crucial step towards a peaceful reunification in Korea.
- Public Education. We will continue to have speaking engagements across the country to raise awareness of the need for a Peace Treaty in Korea.

Congress. We will advocate for House Resolution 384 introduced by the three remaining Korean War veterans in Congress (Charles Rangel, John Conyers, and Sam Johnson) calling for a peace treaty and international support of de-nuclearization, economic prosperity, and human rights in a unified Korea.

www.womencrossdmz.org

Our Summer Interns

INTERVIEWS CONDUCTED BY KAROLINA HELENO

The New York Women's Foundation team consists of some of the hardest working individuals around, and our interns are no exception. We asked our Summer 2015 Communications Intern, Karolina Heleno, about her experience working at NYWF and her goals for the future and in turn, she conducted interviews with the rest of the interns on their experiences working at NYWF.



KAROLINA HELENO

School: Franklin and Marshall College
NYWF Department: Communications
From: Manhattan

Why did you want to intern at the NYWF?

I wanted to intern at NYWF because I relate very closely with the mission of the organization. As a first generation college student and a young woman from Spanish Harlem I want to give back to my community and my family. I want to help other girls that have dreams just like me. That's exactly what the Foundation does; it helps girls achieve their dreams.

Where do you want to be in 10 years?

In ten years I want to be a better writer. I want to change something with the words I say. I also just want to be happy in whatever I may be doing.

What does a typical day in the office look like for you?

Typically my day starts at 9am. The first thing I do is read my emails to check any recent news from my supervisors, Vivienne Peng and Gael Black, or our GP's. Then I check our Twitter page to check how our posts are doing. A lot of my morning is just catching up on relevant news in the community and overall in the U.S.

Tell us a fun fact about yourself!

I have a pretty big ring collection. I'm obsessed with accessories and I would say I have about 50 rings. I literally can't leave home without a ring on.

What has been your biggest accomplishment as an intern at the NYWF?

It would definitely have to be when I was published on the In the Know Newsletter. I would really like to be a writer someday, and I want to write about things that matter. With the help of the Foundation I was able to do that. I am very grateful for that.

What would you tell a new intern about to start their internship with the Foundation about interning here?

Don't be afraid to speak up about your ideas. You got the position for a reason; you're capable of great things. The people around you respect your thoughts and ideas, so don't be afraid to voice them.

AMY JI



School: Baruch College
NYWF Department: Development
From: Brooklyn, New York

Why did you want to intern at the NYWF?

As a part of Futures and Options program, I was also part of a Young Women in the Workplace workshop. This workshop focused on female empowerment, and placed us within organizations that embodied those values and beliefs. The NYWF is the center of women advocacy and change. It is a very dynamic environment.

Where do you want to be in 10 years?

I see myself an entrepreneur, starting my own business. I want to create something or start to create something in ten years. If that doesn't happen I hope to be out in the work field, gaining more skills in order to start my own business. My long-term goal is to start my own business in finance, environmental science and sustainable development.

What does a typical day in the office look like for you?

I set up my desk configuration and always begin with a meeting with my supervisor, the Director of Institutional Giving, Catherine Mikic. We come up with my work for the week, which mainly include grant proposal outlines and prospect profiles.

Tell us a fun fact about yourself!

I formed part of the Chamber Choir. In May 2015 we performed Verdi's *Requiem* in Carnegie Hall. After months and months of hard work and dedication it was honestly such an amazing experience.

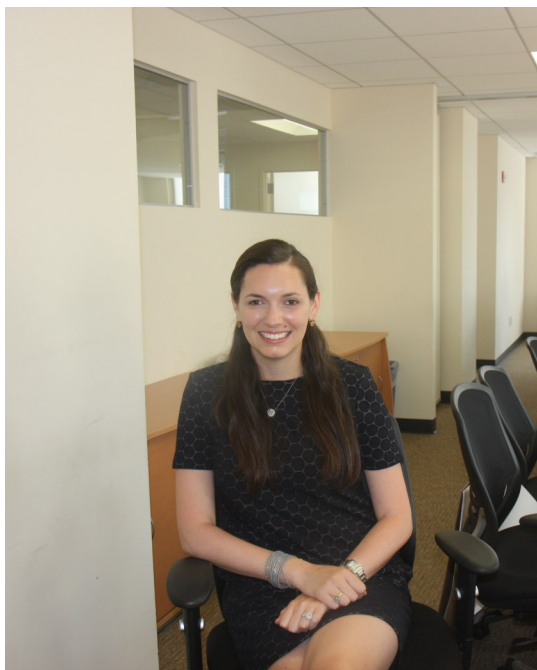
What has been your biggest accomplishment as an intern at the NYWF?

When I found the M&T Charitable Foundation. While doing research for possible funding prospects I found this foundation. I proposed them as a prospect and ultimately came up with the final grant proposal for them. It was so fulfilling to know I was able to find a new funding prospect for us and it was actually executed.

What would you tell a new intern about to start their internship with the Foundation about interning here?

Don't be afraid to communicate with others. Explore and talk to others. These women are all incredible, so be open because you never know what you may learn.

CAROLINE MILLER



School: SIPA (School of International Public Affairs) and Mailman School of Public Health
NYWF Department: Programs
From: Miami, FL

Why did you want to intern at the NYWF?

So the name just kept popping up in different circles at school. Like I went and saw a talk with the Executive Director, Ana L. Oliveira at my school. I learned about it there and I just kept hearing about the NYWF, so it made me want to check it out. It seemed like a lot of people knew about it and that they were doing good work in New York City. I was excited to have a true experience at the foundation; I hadn't worked at a foundation before, so I was excited to get that perspective in the non-profit world. I really wanted to learn about what was going on for women and girls in the city. Learning more about the foundation, it seemed like a great opportunity to get the foundation experience and also get a better understanding of what's happening here in New York City.

Where do you want to be in 10 years?

I want to be working for an organization. I would like to be involved in the non-profit world working on behalf of women and girls, something similar to the Foundation. Working in programs and trying to make an impact on women and girls.

What does a typical day in the office look like for you?

This summer I've been focused on one project in particular. So each day it just involves me doing a lot of research. They have a grants advisory committee here, that's a committee of volunteers from the community who help in the grant making process. My project this summer was creating a curriculum for that grant advisory of volunteers. My work involved making briefs of the overall non-profit landscape.

Tell us a fun fact about yourself!

I love dessert, particularly chocolate chips cookies.

What has been your biggest accomplishment as an intern at the NYWF?

Bringing an idea that the programs team or my supervisor, Kate London had, like having a more robust training curriculum for the volunteers, and actually being able to make something tangible. I'm excited that it will be something that the foundation will actually be able to make use of in the future.

What would you tell a new intern about to start their internship with the Foundation about interning here?

Take advantage of the resources, like people have very interesting backgrounds and have done a lot of interesting work currently at the foundation but also before on their paths to coming here. Try to get to know them on a personal level but also get to know them and learn about all the neat life experiences they've had.

LINDSEY SMITH



School: Indiana University
NYWF Department: Strategic Learning
From: Cleveland, Ohio

Why did you want to intern at the NYWF?

Before coming to New York I worked on many political campaigns, and even worked for Obama's political campaign. I then gradually networked and formed part of Freedom Indiana in the spring. Freedom Indiana is a Local LGBT non-discrimination ordinance in Indiana. Through the Foundation I was able to combine my interest in gender equity and sexual equity and relocate in a great city. I felt like the NYWF gave me the opportunity to also experience what it is like to do philanthropic work in a big city.

Where do you want to be in 10 years?

I see myself going back to school and doing some sort of political lobbying in D.C. I will be

serving as sort of a the middle [wo]man to align the political agenda with the congress agenda and make a change. Although I know it sounds cliché I hope to somehow directly changing the world in 10 years.

Tell us a fun fact about yourself!

My side hustle is I'm a dog walker, mainly on free weekends and after work. I used Care.com and I started walking one guy's dog and we really hit it off and I've been walking his dog all year now. He wrote me a great recommendation and since then I've walked other people's dog in his building. It's really a nice break after work to just play with dogs. It's fun and it helps with money.

What has been your biggest accomplishment as an intern at the NYWF?

Before the NYWF, I did lot of marketing and advertising. During my time at the NYWF I got to gain a lot of communications and visual data skills. By working on issue briefs and building up my visual data skills I was able to learn a lot. I worked on a lot of infographics and better understand how to present messages instead of just advertising.

What would you tell a new intern about to start their internship with the Foundation about interning here?

I would say to understand philanthropy and to really get informed about the Foundation.

Marie from Restaurant Opportunities Centers United:

“I believe in being honest with people and I want people to be honest with me. That’s how I approach life.”



In March, 2015 NYWF released **RADIANCE**, a striking photo book celebrating 46 grantee partners of The New York Women’s Foundation – some of the most powerful and daring activists, visionaries and community leaders transforming and illuminating New York City. In an inspired partnership with renowned photographer Emmanuel Andre, NYWF embarked on a journey to honor and raise the visibility of leaders who work valiantly to create a better New York City for all. Visit www.nywf.org/radiance for more information.

THE NEW YORK WOMEN'S FOUNDATION®

The New York Women's Foundation is a voice for women and a force for change. We are a cross-cultural alliance of women catalyzing partnerships and leveraging human and financial capital to achieve sustained economic security and justice for women and girls. With fierce determination, we mobilize hearts, minds and resources to create an equitable and just future for women, families and communities in New York City.

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