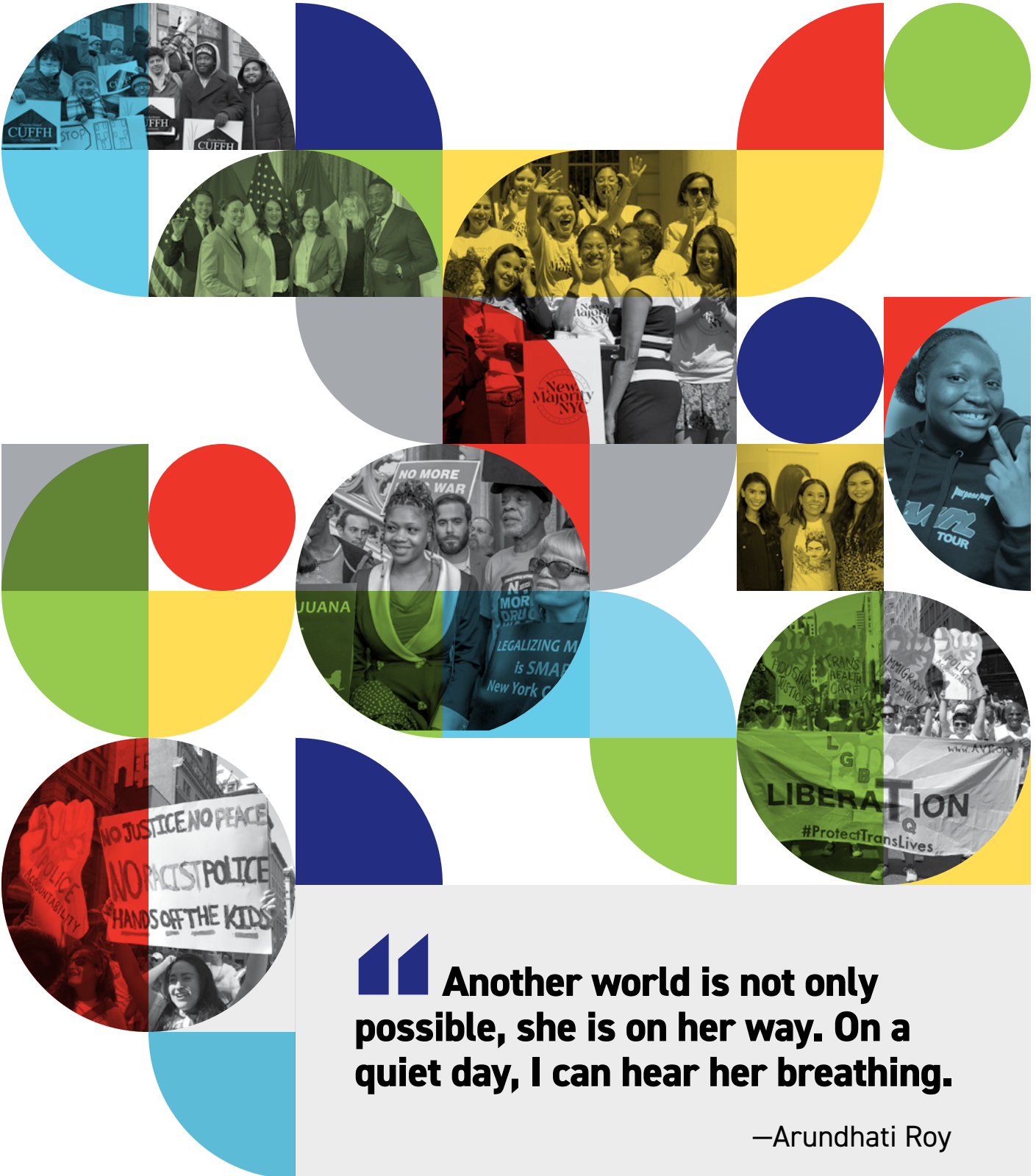


# IMPACT REPORT

## 2021-2022





**Another world is not only possible, she is on her way. On a quiet day, I can hear her breathing.**

—Arundhati Roy

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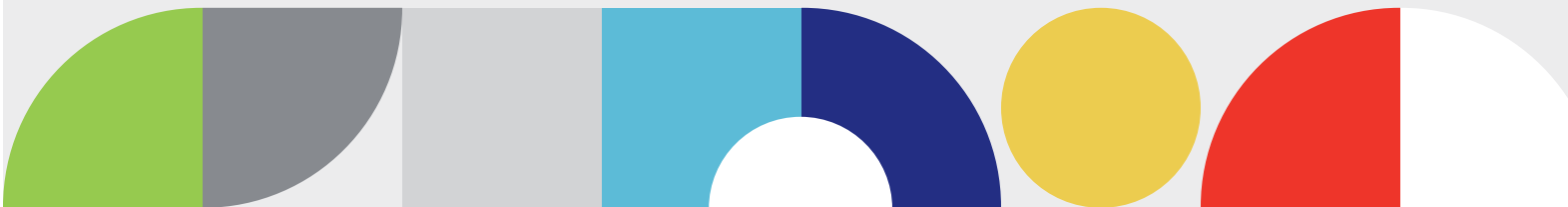
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# Dear Friends,

## MESSAGE FROM THE PRESIDENT & CEO

The New York Women's Foundation is more than a foundation—it's a community, made up of radically generous supporters like you who are deeply invested in creating a New York City where all women, girls, and gender-expansive people can thrive. **In 2021, we increased our grantmaking to over \$9.1M, and in 2022 increased it again to over \$9.6M.** We thank our donors for making it possible for The Foundation to distribute more funds than ever before, putting us on track to reach our goal of \$10M in 2023.

**With your support in the midst of the Covid-19 pandemic, we achieved a huge milestone in 2021, surpassing over \$100M in total grantmaking, and we marked our 35th anniversary in 2022.** Alongside our grantee partners, we celebrated historic wins, including the first women-majority New York City Council, the nation's second transgender and nonbinary wellness and equity fund, legislation protecting pregnant and postpartum workers, policies to bring us closer to pay equity, and parole reform. We also felt the immense loss of beloved members of The Foundation's community, including the loss of our former Board Chair, Kwanza Butler. In times of triumph and sadness alike, it was our community that kept us going.

The incredible power of our movement is evidenced by the fact that we've seen increased backlash from those who do not share the same vision for a just and equitable future: the overturning of *Roe v. Wade*; attacks on the LGBTQ+ community, particularly trans rights; attempts to silence Black history education in schools; threats to democratic participation; and so much more. **In the face of such challenges, we find hope and strength in our grantee partners, who show us the way and implement the solutions their communities need, and our donor partners, who step up with radical generosity to make investment in our shared vision of equity possible.**

Thank you for your steadfast support, and for your time and talent that you so generously share with The Foundation and the people we invest in. **If the last two years have shown us anything, it's that it takes all of us, together, to create the city—and the world—that women, girls, and gender-expansive people deserve.** With you by our side, we're more energized than ever to make that world a reality.

In solidarity,



**Ana L. Oliveira**  
President & CEO



# Our Impact



## 2021-2022 AT-A-GLANCE

Our grantmaking initiatives focused on areas including Economic Justice, Expanding Democracy and Leadership, Safety and Healing Justice, Health Equity and Reproductive Justice, Disability Justice, Strategic Communications/Thought Partnership, and Racial Justice/Racial Equity.



THE FOUNDATION  
AWARDED OUR

**200+**

GRANTEE  
PARTNERS

**\$9.1M+**  
IN 2021

**\$9.6M+**  
IN 2022

# Grantmaking initiatives by the numbers

## 2021

Our work was guided by our 2019-2021 strategic plan. We progressed our goal of advancing **Economic, Gender, and Racial Justice for Women and Families** through Strategic Grantmaking. Specifically, we:

- Invested in **economic security and justice** grantmaking.
- Responded to **emerging needs**, such as migrant rights, people living with disabilities, safe and affordable housing, and high-quality childcare.
- Made our **first round of disability justice grants** to community-based organizations in New York City to advance disability inclusion and better resource organizations led by and for people living with disabilities.
- **Increased investment in health, gender and sexual rights and reproductive justice.** Developed a strategy for reproductive justice portfolio that centers birth equity for Black pregnant people in response to the growing Black maternal health crisis in NYC.

**40% of strategic grants were intentionally given as multi-year grants** to enable grantee partner to be innovative, responsive, and to make long-term plans.

**Proactively responded to the COVID crisis** by giving out capacity building grants.



**ECONOMIC JUSTICE**

**\$3,295,265**

**SAFETY & HEALING JUSTICE**

**\$1,096,000**

**EXPANDING DEMOCRACY & LEADERSHIP**

**\$542,500**

**HEALTH EQUITY & REPRODUCTIVE JUSTICE**

**\$581,600**

**DISABILITY JUSTICE**

**\$95,000**

**STRATEGIC COMMUNICATIONS/ THOUGHT PARTNERSHIP**

**\$50,000**



# 2022

Built upon the **success of civic engagement investments** by increasing investments with a statewide and national reach for under-resourced, women and gender expansive communities, immigrants, and youth .

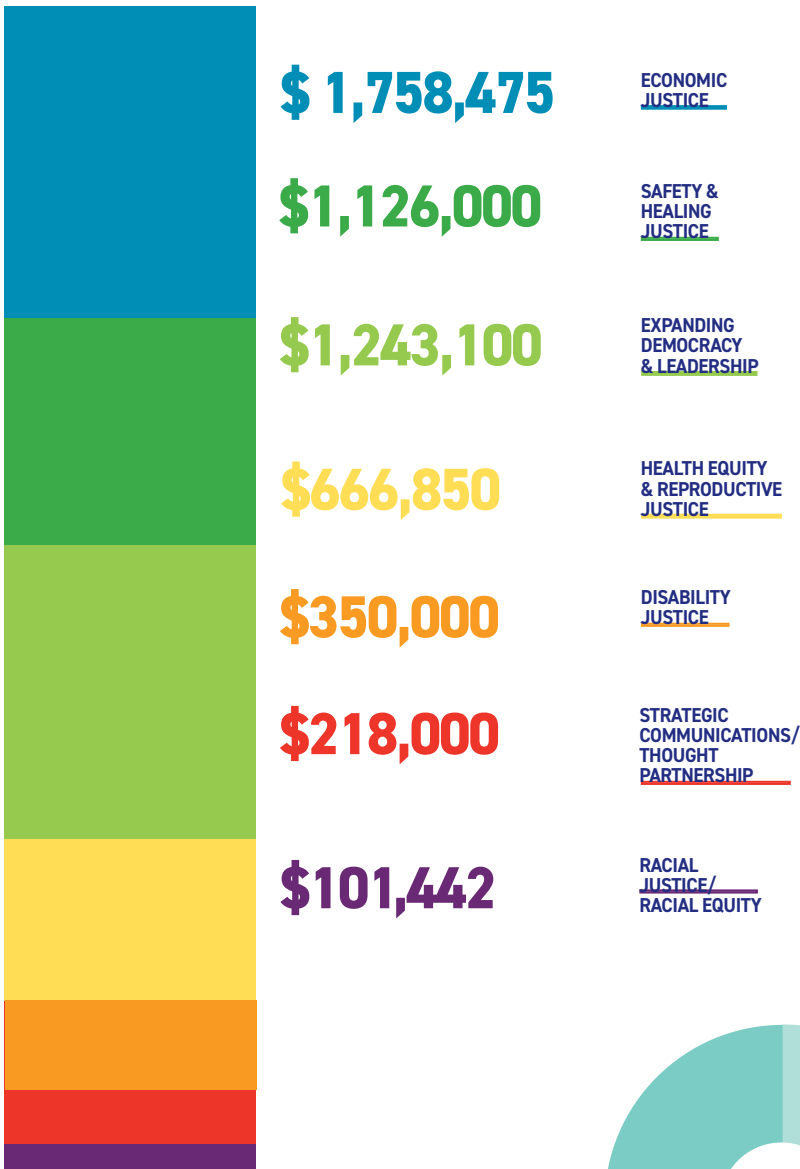
Supported **programs strengthening leadership pipelines and mentorship** networks for women and TGNC individuals to run for and remain in office once elected.

**Rapidly responded to urgent and strategic issues** such as the Dobbs decision by increasing:

- Reproductive Justice funding.
- Investment in narrative shift and culture change leadership to respond to disinformation and to amplify work advancing gender, racial, and economic justice.
- Resources for organizations like: Creative Justice Initiative to dismantle racism and discriminatory practices that impact the lives of people of African descent; National Mobilization Against Sweatshop, Women Unite to End the Racist Violence of 24-Hour Workdays.

**Increased investment in disability justice** to demonstrate our commitment to the Disability Inclusion Pledge we signed in 2021.

**Grantmaking increased overall from 2021 to 2022** though we had fewer renewals and open grant cycles to ensure support for the multi-year commitments from 2021.





THE NYC FUND FOR GIRLS AND YOUNG WOMEN OF COLOR (GYWOC)

THE JUSTICE FUND

The New York Women's Foundation is also home to two collaborative funds.

**\$4,388,100\***

**\$3,258,500\***





The New Majority NYC





New Pride Agenda


## Policy wins

- 

Grantee partner **The New Majority NYC** (formerly 21 in '21) training and supporting women candidates **helped elect the first women-majority New York City Council.**
- 

Advocacy of grantee partner **NEW Pride Agenda** contributed to establishing the nation's second statewide transgender and nonbinary wellness and equity fund.
- 

Over a decade of advocacy by grantee partner **A Better Balance** led to the **passage of federal legislation to protect pregnant and postpartum workers.**
- 

Thanks to continuous championing by grantee partner **PowHer NY**, **New York passed salary transparency legislation to bring us closer to pay equity.**
- 

Grantee partners in the Justice Fund, including **Katal Center, Women's CJA, Unchained,** and more led to **significant parole reform legislation, the Less is More Act.**

\* Please note that these statistics include additional Justice Fund- and GYWOC-aligned work.in 2021 and 2022



# Radical Generosity




## CATALYZING CHANGE, BUILDING TRUST, AND MOBILIZING ACTION

**T**he New York Women's Foundation is a leading force for change, rooted in the fundamental reality that when women, girls, and gender-expansive people thrive, it benefits all in our communities. Through a trust-based philanthropy approach that challenges traditional power dynamics, The Foundation invests in the leadership of women, girls, and gender-expansive individuals, resources their initiatives, and increase the ability for organizations to strengthen movements.

**As conveners, weavers, and capacity builders, we invest in an ecosystem of grantee partners working toward justice.** Our approach not only strengthens the work of each organization individually, but also amplifies the impact of grantee partners as a collective to effect long-lasting systemic change.





**“In moments of crisis, The New York Women’s Foundation shows up. They don’t retreat. They lead with generosity and abundance rather than scarcity.”**

—Surina Khan, CEO Emeritus,  
Women’s Foundation California

Life Camps Inc.





Ancient Song  
Doula Services

## HOW WE DO GRANTMAKING

The New York Women's Foundation works to change the traditional top-down model of philanthropy with the following core practices for our grantmaking:

- 1 **Women [cis and trans] and gender-expansive people are the authors of their own lives.**
- 2 **Racial justice** is crucial to securing gender and economic justice.
- 3 Supporting **local solutions** is key to lasting and sustainable change.
- 4 Women [cis and trans], gender-expansive people, families, and communities benefit from **holistic approaches**
- 5 **Long term investment** supports organizational sustainability.
- 6 **Participatory approaches** create opportunities for local solutions.
- 7 Grantmakers should facilitate **power-sharing**, not hierarchy
- 8 **Trust-based grantmaking requires** humble learners who practice active listening
- 9 Philanthropy **must follow people at the margins** to support transformative change

### Trust-Based Philanthropy

Trust-based philanthropy is about redistributing power—systemic, organizational, and interpersonal power—to develop a healthier and more equitable nonprofit ecosystem. At The New York Women's Foundation, this shows up on a practical level through multi-year unrestricted grantmaking, streamlined applications and reporting, and a commitment to building relationships based on transparency, dialogue, and mutual learning.

### Grantee Partner Spotlight

#### UPROSE

With support from The Foundation, UPROSE launched a dialogue series on gender and climate justice, highlighting the often-overlooked connection between these two crucial areas. We were proud to feature UPROSE Executive Director Elizabeth Yeampierre as an honoree at the 2022 Celebrating Women® Breakfast for her impact on the community and in the larger climate justice movement.



Elizabeth Yeampierre  
UPROSE

THE NEW YORK WOMEN'S FOUNDATION

## Ancient Song Doula Services

In 2022, the overturning of Roe v. Wade brought about an increased need for organizations specializing in reproductive justice. Here, Ancient Song Doula Services, a Black woman-led organization, stepped in, offering holistic doula care to low-income Black and Latinx people to decrease maternal and infant mortality rates. Despite facing increased demand and various challenges, Ancient Song continued to serve its community in bold and creative ways.

## JMac for Families

JMac for Families's significant achievements in 2022 included achieving enough financial capacity to provide full-time salaries for their Executive Director and another staff member after nearly five years of voluntary work. This development has contributed to the sustainability of their work and the impact they are making to abolish the punitive child welfare system and fortify the systems of support that keep families and communities together.

### Grantee Partner Spotlight



JMac for Families



We form enduring relationships with our partners, strengthen their organizational capacity, and align ourselves with their change-making initiatives.

## THE POWER OF EARLY INVESTMENT

The Foundation is unique in our strategy of early investment—we play a pivotal role as an initial funder for many organizations, providing them with the essential leverage to attract additional support from others in their community and beyond. Our role goes beyond providing financial assistance to emerging organizations—we form enduring relationships with our partners, strengthen their organizational capacity, and align ourselves with their change-making initiatives.

This approach has yielded tangible results: all Early Investment partners who responded in 2021 to our survey said that The Foundation's support built up their reputation with other funders.

In alignment with our practice of trust-based philanthropy, we provide flexible funds because we believe in our grantee partners to utilize funding in the ways that best serve their communities. We respond rapidly to crises and move funds as efficiently as possible to those on the ground. Through general operating support, we offer unrestricted funding that allows organizations to respond in real time to emerging needs and opportunities. We also give program-specific support, aligning our resources with initiatives that create change by and for communities.

We showed up for grantee partners in 2021 and 2022 by continuing multi-year grants, allowing organizations to sustain staff, advance long-term advocacy work and campaigns, and devote more time to mission-critical work. These multi-year commitments offer security, minimizing the need for constant reapplication for funding and enabling organizations to focus more intently on driving impactful change in their communities. Grantee partners in our early investment strategy are typically small, emerging organizations, and they work on a variety of issue areas ranging from economic justice and immigration justice to reproductive justice and more.





# Our Work

## RECLAIMING REPRODUCTIVE FREEDOM: OUR PLEDGE IN ACTION

The landmark Dobbs decision to overturn Roe v. Wade sent shockwaves throughout the nation, disproportionately impacting people of color, LGBTQ+ folks, immigrants, low-income people, and more. We stand shoulder-to-shoulder with organizations and coalitions in New York City and State that are leading the way toward reproductive justice. In 2021–2022, The Foundation awarded **more than \$480,500** to programs dedicated to upholding bodily autonomy, safe and equitable birth experiences, informed consent, health equity, and resistance against family separation.

We partner with organizations like the **New York Abortion Access Fund (NYAAF)**, which directly assists people seeking abortion services, and **If/When/How: Lawyering for Reproductive Justice**, which defends people criminalized for abortions and pregnancy outcomes while transforming the legal and policy landscape of reproductive health. Our partnership has supported grantee partners to greatly expand their reach, including If/When/How, whose Repro Legal Helpline saw a staggering 610% increase in calls to the hotline and a 336% increase in requests for technical assistance.

We stand shoulder-to-shoulder with organizations and coalitions in New York City and State that are leading the way toward reproductive justice.







**Grantee  
Partner  
Spotlight**

“The support from NYWF has not just been about the funding, but it’s about being seen, being believed in, and being backed up in a struggle that feels bigger than us. Together, we’re making a difference.”

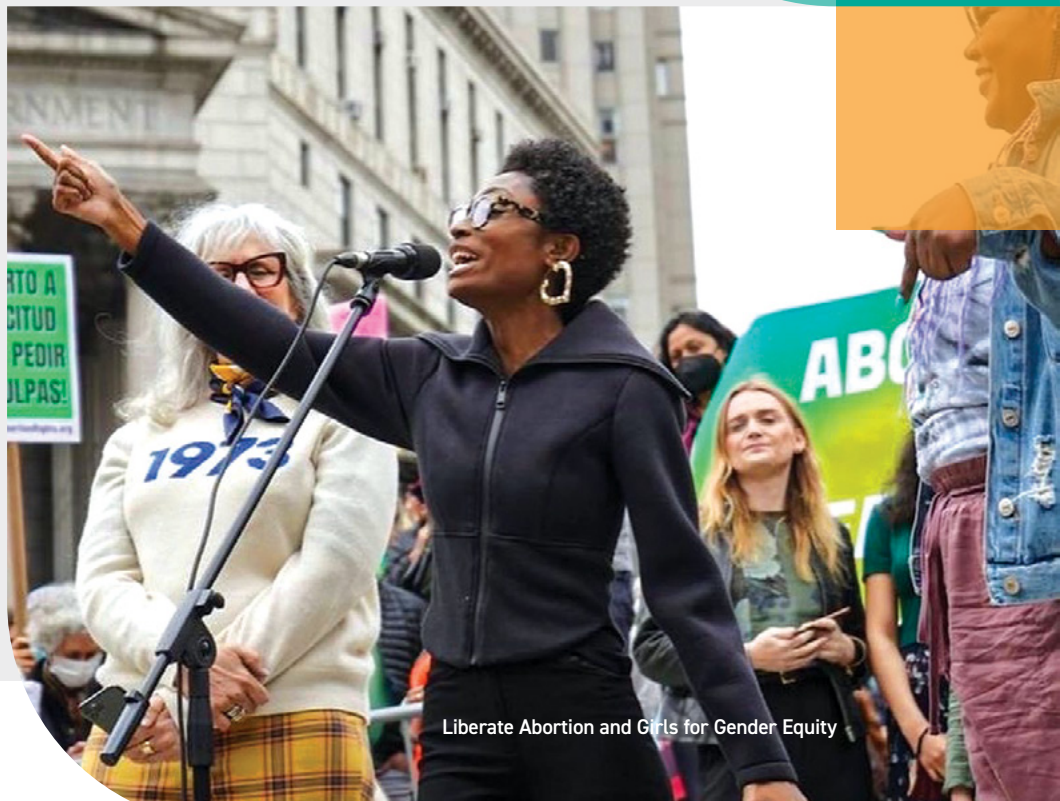
—Abby Sugrue,  
Liberate Abortion

## Liberate Abortion

Liberate Abortion effectively leveraged a general operating support grant from The New York Women’s Foundation to focus on resourcing the state-based organizations leading the coalition. With funding from The Foundation, Liberate Abortion was able to acknowledge the time, leadership, and thought partnership of these organizations and channel wellness stipends to those on the frontlines of protecting and expanding abortion access following the Supreme Court’s decision to overturn Roe v. Wade.

Liberate Abortion’s work has been substantial and multifaceted with NYWF funding: They led a coalition of over 150 organizations—90% of which were helmed by BIPOC reproductive justice leaders—which included state-based organizations, abortion providers, clinics, and abortion funds, all unified under the shared vision of reproductive justice.

In addition to mobilizing the coalition, Liberate Abortion coordinated a multi-state caravan featuring community-led events, press conferences, and rallies across Mississippi and Texas. They developed comprehensive and intersectional messaging guides to foster narrative shift, giving media outlets and reporters a more nuanced understanding of people who have had abortions and proper guidance on how to cover reproductive health, rights, and justice.



Liberate Abortion and Girls for Gender Equity



Our investment in grantee partners effects tangible change in our communities.

## PROMOTING ECONOMIC JUSTICE: INVESTING IN EQUITY AND COMMUNITY POWER

The New York Women's Foundation actively engages in strategic partnerships with key leaders and organizations to amplify community-led solutions and drive impact. Our investment in grantee partners effects tangible change in our communities. We foster thought leadership, engage funders and stakeholders, and influence policy and practice for lasting systemic change. With a total investment of **\$455,000** allocated to economic justice as a strategic initiative, and an

additional **\$360,000** specifically directed towards the Brooklyn Economic Justice Project (BEJP), our total investment in economic justice initiatives reached an impressive **\$815,000** in 2022. In addition to this figure, we target investment in economic justice through our early investment strategy, which includes grantee partners such as **Workers Justice Project, Cooperative Economics Alliance of New York City, Street Vendor Project, New Women New Yorkers, La Colmena**, and more.



Churches United for Fair Housing

### Brooklyn Economic Justice Project

The Brooklyn Economic Justice Project (BEJP) is an initiative that works toward economic liberation and racial justice for women, gender-expansive people, and families in Bedford-Stuyvesant, Brownsville, Bushwick, and East New York.

At the heart of BEJP is community-led grantmaking, where local residents are able to cultivate wealth and liberation by redistributing power and resources back to their community. In 2022, BEJP distributed \$45,000 in microgrants to projects that support low-income entrepreneurship, enhance neighborhood safety, and improve health, wellness, and collective healing for Black residents. The project is made possible through institutional funding from Fondation Chanel, whose partnership as a gender justice funder has been instrumental in driving the success of BEJP.



**The members of the cohort understood the opportunity and ran with it. As their facilitator I was consistently inspired and moved by their commitment to ensure that their neighbors, friends, and community members would be left less vulnerable after their work.”**

—Sloan Leo, FLOX Studio Inc.

### **Shifting the Funding Landscape**

The Brooklyn Economic Justice Project has not only provided attainable grants for smaller organizations, but has also played a crucial role in shifting the funding landscape and removing barriers to access.

FLOX Studio, a community design and strategy studio that supports mission-driven organizations, has been a crucial partner in implementing and facilitating the program.



Brownsville Community Justice Center

**Grantee Partner Spotlight**

### **Brownsville Community Justice Center**

The Brownsville Community Justice Center utilized BEJP funding to support and guide young women through the Brownsville Girls Collaborative (BGC) program, a leadership development initiative that fosters entrepreneurship and empowerment. Through the program, young women gained a deeper understanding of navigating gender constructs within their community and the workforce while creating opportunities for success within oppressive systems.

**This cohort has influenced great change in central Brooklyn by empowering organizations who don't regularly have access to funding, which has been exciting and rewarding.”**

—Mallory Thatch, Brownsville Community Justice Center

## ADVANCING SAFETY AND HEALING JUSTICE

Because we know that those closest to the issues are the ones with the solutions to address them, our Safety and Healing Justice strategy focuses on investing in survivor-led approaches and organizations to end gender-based violence. We recognize the importance of survivor healing, addressing the profound impact of violence and oppression on survivors' bodies, hearts, and minds. Through our funding, we address the consequences of violence and provide survivors with the healing and transformative resources they deserve. In 2021, we distributed **\$205,000** in funding for this critical area, and in 2022, our investment increased to **\$700,000**.

**The Foundation plays a vital role in connecting grantee partner organizations to deepen their collective impact through knowledge sharing and field building.**

In 2022, we facilitated two transformative webinars with grantee partners, creating spaces for critical dialogue and activation. Our first webinar featured grantee partner **Survivors Justice Project** and focused on decarcerating survivors of domestic violence, shining a light on the complex ways in which survivors of violence are criminalized for actions they took to survive. We explored tangible ways to advance justice for criminalized survivors through policies such as the Domestic Violence Survivors Justice Act (DVSJA), which Survivors Justice Project works to implement to free survivors.

We also partnered with grantee partners **Street Vendor Project** and **Equality for Flatbush** to host a public dialogue on community-led approaches to safety and holding law enforcement accountable. This collaborative effort provided a platform for conversation on the power of organizing impacted communities in the face of institutional violence and economic harassment. By challenging systemic injustices through these dialogues, we are fostering transformative change at the root level.

We continue to invest in new and emerging approaches to ending gender-based violence, centering survivors at the forefront. We build upon the momentum of the historic Fund for Me Too Movement and Allies, maintaining our investments in survivor healing and safety across our grantmaking portfolio. By deepening our commitment and investing in transformative and structural changes that benefit historically overlooked survivors, we contribute to building a safer and more equitable future for all women and gender-oppressed individuals.





NYWF's groundbreaking report on the state of women and girls with disabilities models how to apply a disability lens to all grantmaking priorities. The Disability & Philanthropy Forum is thrilled to partner with NYWF as one of our most active pledge signatories and to have your continued leadership for dismantling ableism as a key to social justice.

—Emily Harris, Executive Director  
Disability & Philanthropy Forum

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## EXPANDING OUR COMMITMENT TO DISABILITY JUSTICE

Recognizing that disability justice intersects with all liberation movements, The Foundation continued incorporating and expanding disability justice into its grantmaking, processes, events, and external communications throughout 2021–2022, investing a total of **\$445,000** in disability justice during this time. By investing in solutions led by and for people with disabilities, The Foundation works alongside our grantee partners in creating a New York that's accessible for all.

As a founding member of the President's Council on Disability Inclusion in Philanthropy, The Foundation drives systemic change within the philanthropic community and serves as a model for disability inclusion. The Foundation developed a grantmaking strategy that focuses on strengthening networks within the disability justice community and investing in the leadership of women and gender-expansive people with disabilities. The Foundation also contributes to collaborative funds, such as The Disability Inclusion Fund, which play a crucial role in reversing the lack of resources and visibility for disabled-led organizations.

### Grantee Partner Spotlight

#### Fireweed Collective



Grantee partner Fireweed Collective is a grassroots group dedicated to dismantling oppressive systems and providing alternative care models rooted in solidarity and mutual aid. Their work centers healing justice and disability justice to challenge the harms of the medical-industrial complex and support the emotional wellness of all people. Through support groups, educational programs, and mutual aid, Fireweed Collective creates safe spaces for individuals to be supported in solidarity and explore community-centered approaches to mental health. With The Foundation's investments and capacity-building support, they reached over 2,800 individuals in 2022 through workshops, webinars, and support groups. As they expand their programming and launch new initiatives, their reach is expected to increase by 20–25% in 2023.



**Grantee  
Partner  
Spotlight**

## US Alliance— Women Enabled

Grantee partner US Alliance—Women Enabled is a national coalition of disability rights advocates working at the intersection of disability, gender, and race, focusing on critical areas such as access to services, employment, and sexual and reproductive health. Funding from The New York Women's Foundation resourced the US Alliance to engage in advocacy activities, collaborate with policymakers, and amplify the voices of disabled individuals in advocating for meaningful policy change. The Foundation's funding strengthened the Alliance's capacity to coordinate and grow their team, and the Alliance was able to provide honoraria to members who attend meetings and work on Alliance tasks, which was previously unpaid labor. The funding was also instrumental in helping the Alliance provide access accommodations, such as sign-language interpretation and live close captioning for all Alliance meetings and activities.



Women Enabled International





The New Majority NYC

## EXPANDING DEMOCRACY AND LEADERSHIP: BUILDING COLLECTIVE POWER

The New York Women's Foundation invests in movements that strengthen and expand democratic participation and women's leadership, with a specific focus on building the power of immigrants, LGBTQ+ people, and communities of color. Recognizing the urgent need for change, in 2021–2022, The Foundation allocated a total of **\$1,650,000** to more than 12 organizations that are building collective power. By aligning with these organizations and bringing them together with a shared vision, grantee partners engaged 251,700 people in local, state, and national efforts to advance democracy and leadership. The impact of these efforts extended beyond these numbers, reaching millions more through media outreach and policy change.

**A major highlight for us was celebrating the historic wins of our grantee partners, including their role in electing the first women-majority New York City Council.** Our grantee partners supported women and gender-expansive individuals by giving them the tools they needed to run for office, leading to a historic shift in political representation. Currently, 31 of the 51 City Council seats are held by women and gender-expansive individuals, with a majority of those seats occupied by people of color.

As The Foundation looks ahead to upcoming election cycles at the state and federal levels, we remain committed to following the lead of our grantee partners and building on the success of our investments and capacity building support.

**31 of the 51**  
New York City Council seats are now held by women and gender-expansive people, with the majority of those seats occupied by people of color.




Poderistas

# Philanthropic Partnerships

The Foundation has been a leader in spearheading philanthropic collaboratives to mobilize funding for gender, racial, and economic justice. Through the innovative collaborative funds that we manage, we bring funders together to respond to feedback from those on the ground and drive investment to community needs.







**The Justice Fund supported grantee partners with multi-year grants as well as rapid response grants to respond to the COVID-19 pandemic and the election cycle at the City level and Governor's race at the State level.**

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**THE JUSTICE FUND:  
DRIVING CHANGE  
TO ADVANCE  
LIBERATION**

The New York Women's Foundation's Justice Fund is dedicated to ending mass incarceration with a gender and racial equity lens, addressing the multifaceted impacts of mass incarceration and the criminal legal system on women, gender-expansive people, and their loved ones.

In 2021–2022, The Justice Fund invested a total of more than \$2.8 million and achieved significant milestones. The Fund supported grantee partners with multi-year grants as well as rapid response grants to respond to the COVID-19 pandemic and the election cycle at the City level and Governor's race at the State level.

The Fund witnessed several policy victories through our partnership with organizations leading advocacy on statewide bail reform and pushing for a commitment to close Rikers Island by 2026. These achievements were made possible through strategies that fostered collaboration and resourced broad-based community engagement, systems change, gender justice reform, grassroots solutions and leadership, capacity building, community building, and reinvestment.

Our partnership with grantee partners strengthened their ability to advocate for change across 15 policy areas, including treatment of people who are incarcerated, bail and parole reform, and decriminalization of sex work, resulting in systems change. Leadership development was a priority, with 88% of partners who responded to our survey investing in activities to cultivate leadership and 87% increasing their visibility as criminal justice reform leaders.

Through The Justice Fund, community-led solutions have taken center stage, complemented by the centering of community voices and expertise of the Justice Advisory Committee (JAC), a group made up of individuals identifying as system-impacted or with a lived experience with the criminal legal system, movement leaders, and experts from academia, policy, and the non-profit sector.

The JAC has been a pivotal team of committed leaders who have helped justice reform in NYC. This Committee is a living expression of community collaboration and community-led initiatives to reform the justice system of NYC.





Justice Fund—NYC Anti-Violence Project

**Grantee  
Partner  
Spotlight**

**New York City  
Anti-Violence Project**

Alumni of the New York City Anti-Violence Project (AVP) TGNC Leadership Academy advocated for the decriminalization of LGBTQ+ people of color in 2021–2022 by speaking at the White House, NYC City Council hearings, and protests.

**RISE**

Through community trainings, campaign launches, and engagement with elected officials, RISE developed essential skills and fostered meaningful discussions among parents and allies. Their efforts have yielded impressive results, even amidst the challenges posed by the pandemic.

**FUND MEMBERS**

- Art for Justice Fund
- Ford Foundation
- Frances Lear Foundation
- J.M. Kaplan Fund
- New York Foundation
- The Pinkerton Foundation
- Sills Family Foundation

**“We appreciate NYWF’s support, especially during our leadership transition to RISE’s Co-Executive Directors. The consultations, leadership training, and relationship-building opportunities they provided supported the success of our Parents’ Platform and organizational growth. Despite the pandemic, we have accomplished all our goals and even grew our team to 16 staff members.”**

**—RISE**





# \$3.57 million

was granted to 40 grantee partners in the GYWOC Fund by the Foundation between 2021 and 2022.



## NYC FUND FOR GIRLS AND YOUNG WOMEN OF COLOR: INVESTING IN SUCCESS

By providing sustained investments and promoting knowledge sharing and capacity building, The NYC Fund for Girls and Young Women of Color (GYWOC) is driving change and fostering a future where all young women, girls, and gender-expansive youth of color can thrive economically and socially.

In 2021–2022 The Foundation granted over \$3.57 million to 40 grantee partners in the GYWOC Fund, which engaged approximately 20,400 community members in 2021. These investments have led to remarkable outcomes by our grantee partners, contributing to policy gains on critical issues such as immigration, criminal justice reform, LGBTQ+ rights, anti-violence, family court reform, and educational equity.



GYWOC—Sadie Nash Leadership Project

“The relationship between Girl Vow and The Foundation can be described as a distinctive partnership. The Foundation was one of our first funders who believed in our mission and consistently showed up. The relationship has broadened our bandwidth and helped us to recognize the true power of community.”

—Dawn Rowe, Girl Vow



### Grantee Partner Spotlight

## Girl Vow

With the support of The Foundation’s NYC Fund for Girls and Young Women of Color, Girl Vow took a close look at their internal procedures and devised practical solutions to foster the social wealth and expansion of their organization. They established a hiring committee consisting of individuals with diverse expertise in social justice, activism, program management, and operations. This innovative approach enabled Girl Vow to attract and select the best candidates, contributing to their overall growth and expansion as an organization.

In addition to organizational growth, The Foundation’s support has also supported Girl Vow with resources

to deepen their impact on the lives of young women of color. Through their restructured leadership program, Girl Vow provided youth participants with more than \$40,000 in stipends and hired a full-time youth leader in training. This leader, along with a trained therapist, facilitated workshops on topics like domestic violence awareness, equipping young people with professional work skills and transforming their resumes. Furthermore, Girl Vow’s young participants took the initiative to organize the 2022 Annual Youth Summit for Missing and Murdered Women and Girls of Color. Their advocacy efforts played a crucial role in safely returning two teenage sex-trafficked girls home and providing essential aftercare.

## FUND MEMBERS

Andrus Family Fund  
The Cricket Island Foundation  
ELMA Philanthropies  
Fondation CHANEL  
Ford Foundation  
Foundation for a Just Society  
The New York Community Trust  
North Star Fund  
NoVo Foundation  
Scherman Foundation  
Stonewall Community Foundation  
Surdna Foundation  
Third Wave Fund  
Tides Foundation



Custom Collaborative



Black Trans Media

## OUR 2021-2022 GRANTEE PARTNERS

2Leaf Press Inc.

### A

A Better Balance: The Work and Family Legal Center  
A Little Piece of Light Inc.  
ABF Collective Inc. (AKA Sowing Wildflowers)  
Actm Corp  
Adhikaar for Human Rights and Social Justice  
African American Policy Forum  
African Refuge Inc.  
AID FOR AIDS International Inc.  
Alex House Project, Inc.  
Alliance of Families for Justice  
American Indian Community House of New York  
American Museum of LGBT Culture & History  
Ancient Song Doula Services  
Arab American Association of New York  
Asset Funders Network  
Auburn Theological Seminary

### B

Beyond Bold And Brave  
Birth Control Advocates of New York  
Black Feminist Project  
Black Mamas Matter Alliance  
Black Trans Media  
Black Women's Blueprint  
BlackSpace Urbanist Collective  
Borealis Philanthropy  
Boston Women's Fund

Broadway Housing Communities, Inc.  
Brooklyn Community Pride Center, Inc.  
Brooklyn Movement Center  
Brown Girl Recovery  
Bx (Re)Birth and Progress Collective

### C

Cause Effective  
Center for American Progress  
Center for Survivor Agency and Justice  
Central Brooklyn Economic Development Corp.  
Churches United For Fair Housing, Inc.  
Citizens Committee for Children of New York  
Citizens Committee for New York City  
Coalition Against Trafficking in Women (CATW)  
College and Community Fellowship, Inc.  
Committee Against Anti-Asian Violence  
Common Justice, Inc.  
Community Connections for Youth, Inc.  
Community Resource Exchange  
Community Voices Heard  
Cooperative Economics Alliance of New York City  
Correctional Association of New York  
Creative Justice Initiative, Inc.  
Custom Collaborative

### D

Day One  
Democracy Rising  
Diaspora Despierta  
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We do this work together. We are deeply grateful to our donor partners listed on the following pages who provide the financial investment that makes the work of The New York Women's Foundation possible.



**“ I choose to contribute to the New York Women’s Foundation because of their direct support to programs that enhance opportunities for girls and women in their communities as well as their working to effect systemic changes to create a more just society.”**

—Betty Jones



DeNora Getachew, Betty Jones, Rhonda McLean, and Yvonne Moore





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— Adeline Azrack, Managing Director, Fondation CHANEL

**We have a responsibility to be generous. I've seen a greater return on investment by supporting The New York Women's Foundation because I'm part of a collective network advancing gender, racial, and economic justice. The reality is that change only happens when those on the frontlines are properly resourced and supported—and The Foundation is at the forefront of doing just that."**

—Lola C. West, Managing Director, Westfuller Advisors  
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**“The Foundation does its work with head, heart, courage, and integrity. The Foundation is a social venture fund with an extraordinary track record of investing in emerging leaders and projects in New York City. By funding programs, large and small, they are improving the lives of women and girls in the under-resourced neighborhoods of the City. Twenty years ago, I attended my first Celebrating Women Breakfast, and I have stayed involved and learned so much (about philanthropy, about community, about myself). The Foundation innovates and grows, always with its core values at the center.”**

—Elizabeth H. Wang, Board Alumna



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Paula Pelosi  
Michèle Penzer  
Juliana Pereira  
Patricia Pericas  
Stuart Perilstein  
Perkins Coie LLP  
Janice Perlman  
Rebecca Perrin  
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Ann Marie Petach  
Suzanne Pettit  
Joan E. Pew  
Lili Pew  
Gloria C. Phares  
Lillian Philippe  
Rachel K. Philips  
Karen A. Phillips  
Marian S. Pillsbury  
Nina Piper  
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Kimberly Pittman-Chen  
Pivotal Ventures LLC  
Matthew Plugues  
Anthony Porter  
Suki Ports  
Patti Potash  
Kay Pranis  
Prasad Consulting & Research  
Poonam Prasad  
Rosaline Preudhomme  
Vieve Price  
PricewaterhouseCoopers  
Janet W. Prindle  
Katherine Profeta  
Andrea Profli  
Project Level Forward  
Prudential Financial, Inc.  
Pryor Cashman LLP  
Alison Pulver  
PVH Foundation

### Q

April Qi

### R

Adi Rabinowitz  
Naomi Rabinowitz  
Maya Radiconcini  
Jocelynn Rainey  
Drew Ranieri  
Joan Rappoport Rosenfeld  
Benita R. Miller  
Merble Reagon  
Cynthia Reddrick  
Gail Hunt Reeke  
Regeneron Pharmaceuticals, Inc.  
RegentAtlantic  
Elyse Reilly  
Virginia Reticker and Jerry Kupfer  
Mary Dillon Reynolds  
Karen R. Sharkey  
Leslie Rich  
David B. Richardson  
Heidi Riegler  
Leslyn Rigoni  
Adam Rilander  
Eman Rimawi  
Laura Risimini  
Mikaela Rix  
Ayodele Roach  
Rachel F. Robbins  
Rockefeller Philanthropic Advisors  
Gail Rodgers  
Jessica Rodgers  
Lynda Rodolitz  
Irma E. Rodriguez  
Jessamyn Rodriguez  
Maria Teresa Rojas  
Karin Romans  
Karen L. Rosa and Jim King  
Margarita Rosa  
Rossana Rosado  
Helen K. Rosenthal  
Hannah Ross  
Janet C. Ross  
Daryl Roth  
Rachel Rubin  
Jeanette Ruiz  
Taylor Russell  
Marcy Russo  
Erika Ryback

### S

Christine Saba  
William Sacrey  
Carrie and Marc Saint Louis  
Shawnta Salazar  
Melissa Salten  
Sara Saltzman  
Gabrielle Sanchez  
Sheri C. Sandler  
Eva Sandler  
Yvette Santiago  
Milagros Santiago-Liebmann  
Cristina Santos  
Isis Sapp-Grant  
Seth Sarelson  
Sophie Sawyers  
Susan S. Sawyers  
Matthew Sbrocchi  
Julie Scelfo  
Ellen Schall  
Richard Schall  
Steven Schall  
Michael Scherrer  
Abigail Scheuer  
Jill Schildkraut-Katz  
Greta Schiller  
Cindy Schmitt  
Deborah Schneider  
Susan Schor  
Morgen Schroeder  
Sara L. Schupf  
Nancy Schwartz  
Rose H. Schwartz  
Mary Carroll W. Scott  
Michele F. Scotto  
Jannelle Seales  
Terri Seligman  
Annabelle M. Selldorf  
Tricia Semmelhack  
Stoddard Sennott  
Allison Sesso  
Mark Seto  
Beatrice Shafidiya  
Jean and Martin Shafiroff  
Archana Shah  
Neha Shah  
Purvi Shah  
Peter Shakalis  
Wendy Shanker  
Jana M. Shea  
Tomasita Sherer  
Sara Shockley  
Ann M. Short  
Susanne Short  
Carol Shoshkes Reiss  
Mary M. Shuford  
Katherine and John Shutkin  
Chia-Jen Siao  
Dee Dee Sides  
Martha Siegel  
Natasha Sigmund  
Sills Family Foundation  
Carolina Silva  
Hildy J. Simmons and David Spratkin  
Mitchell Simon  
Patricia J. Simpson  
Mona and Ravi Sinha  
Julie Sissman  
Alana Sivin  
Margo Sivin  
Arlene Slavin  
Isabel Sloane  
Cornelia Small

Kevin V. Small  
Tarnisha L. Smart  
Celeste Smith  
Elizabeth A.T. Smith  
Joanne Smith  
Karima Smith  
Gemma Solimene  
Regan A. Solmo  
Nancy and David Solomon  
Katie Solovieva  
Helen Song  
Jayne Sosland  
Margaret Spencer  
Dr. Katherine Sperling  
Sheila Stainback  
Aine Stapleton  
Geraldine Stapleton  
Stacy Stark  
Emily Stein  
Alyssa Steinberg  
Laura S. Steinberger  
Joan Stenzler  
Scott Stepp  
Margaret Stix  
Mary Anne Stokinger and George Sheldon  
Stonewall Community Foundation  
Danielle Stouck  
Nikolay Stoytchev  
Emily Strong  
Carmen S. Suardy  
Isabel Swift

### T

Rita Taddonio  
Kathleen M. Tait  
Alethea Taylor  
Diana L. Taylor  
Susannah Taylor  
Christina Tchen  
Michelle Teitsch  
Ann Temkin  
Ann Tempel  
Andrea Tessler  
Jacqueline Thaw  
The Children's Trust  
The Eileen Fisher Foundation  
The Ford Foundation  
The Glenmede Trust Company, N.A.  
The J.M. Kaplan Fund  
The New York Community Trust  
The PIMCO Foundation  
The Pinkerton Foundation  
The Prospect Hill Foundation  
The Tides Foundation  
The Women's Foundation California  
Dorothy Q. Thomas  
Roslyn Thompson  
Tanya Thompson

Bobbie Thorn  
 Judith R. Thoyer  
 Judith Thurman  
 Helen A. Thurston  
 Colleen Tierney  
 Mary K. Tittler  
 Katherine Todrys  
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 Anne R. Townsend  
 Georgia C. Traill-Stimphil  
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 Farra Trompeter  
 Yanki Tshering  
 Ritchie Tuazon  
 Barbara J. Turk  
 Kate Turley  
 Turner Construction Company  
 Mila Tuttle  
 Lindsay Tyler

**U**

Leonard R. Unger  
 Sarah Urech

**V**

Andrea Vacca  
 Christina K. Van Het Hoen  
 Cheryl Van Hooven  
 Cynthia S. Van Osdol  
 Yvette Vanterpool  
 Nisha Varia  
 Georgia Vasilakos  
 Justin Vernon  
 Kristen Versaci  
 Irene Villaseñor  
 Laura Vitelli  
 Lynn Vogelstein  
 Elizabeth Von Ziegesar

**W**

Carole Wacey  
 Casey Wagner  
 Adele R. Wailand  
 Brian Walker  
 Elaine M. Walsh  
 Jon M. Walton  
 Geraldine Warren-Merrick  
 Christine Wasserstein  
 Susan A. Waxenberg  
 WCA Technologies, Inc.  
 Annetta K. Weaver  
 Charlotte C. Weber  
 Kathryn Weill  
 Wendi Weill  
 Sharon J. Weinberg  
 Ali Weiner  
 Susan E. Weiner and  
 Christopher Aidun  
 Vera J. Weintraub  
 Elisabeth Weis  
 Jody R. Weiss  
 Nancy A. Weiss

Kathleen Welch  
 Catherine Welfer  
 Nancy L. Wender  
 Elizabeth Werther  
 Beth N. Werwaiss  
 Marissa C. Wesely  
 Annabel West  
 Lola C. West  
 Western Alliance Bank  
 Stacy Westreich  
 Hannah Whang  
 Nicola Wheir  
 Jon Whelan  
 Kay White  
 Kayla Wiley  
 Andrea B. Williams  
 Caitlin Williams  
 Regina G. Wilson  
 Deanne Winokur  
 Loren Wissner Greene  
 Kate Withers  
 Joanne Witty  
 Diana Wolfe  
 Judith Starr Wolff  
 Women Empowerment  
 And Leadership League  
 Women Moving Millions  
 Women's Foundation  
 of Minnesota  
 Chris Wright  
 Diana Wright  
 Latasha Wright  
 Xiangyang Wu  
 Camilla S. Wycoco  
 Barbara B. Wynne  
 Nancy Wysocki

**Y**

Michelle Yanche  
 Amber Yang  
 Jo-Ann Yoo  
 Joanne Yoon  
 Mary N. Young  
 Cynthia and George  
 Eberstadt  
 Teresa C. Younger  
 Joyce Yu  
 Alexander Yudkovsky  
 Narae Yun

**Z**

Beverley Zabriskie  
 Linda Zambelli  
 Ruth A. Ziegler  
 Adi Zilbermintz  
 Rita Zimmer  
 Edward and  
 Betsy Zimmerman  
 Jane Zimmy  
 Allison Zippay  
 Suzanne Zywicki



Kerry-Ann and members from Emerging Leaders Network



Hyatt Bass, former Board Member and Supporter



Board Chair Karen Choi and Board Member Mignon Espy Edwards



# Highlights

The Foundation's annual events not only ignite our radical generosity, but also offer our community the chance to connect, celebrate, and center our work toward a just and equitable future for all women and girls. Here are some highlights from 2021–2022:

## ANNUAL EVENTS

### 2021 Celebrating Women Breakfast

As the COVID-19 pandemic continued, we took the Celebrating Women Breakfast virtual as we journeyed to justice, honoring Jordan Casteel, New York Anchor Women: Pillars of Courage (Amanda Farinacci, Vivian Lee, Jeanine Ramirez, Kristen Shaughnessy, and Roma Torre), Poderistas, and Sheri Sandler.



### 2022 Celebrating Women Breakfast

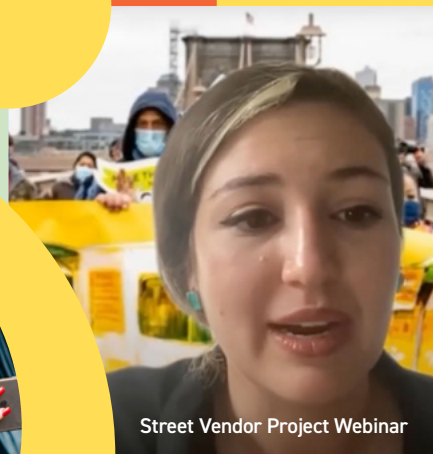
The New York Women's Foundation community joyously gathered in person for the first time in three years at the 2022 Celebrating Women Breakfast, where we celebrated our fierce grantee partners and honored Rebecca Cokley, Carla Harris, Min Jin Lee, Ada Williams Prince, and Elizabeth Yeampierre.





BEJP Gathering

Survivors Justice Project Webinar



Street Vendor Project Webinar



### 2022 Neighborhood Dinner

At the 2022 Neighborhood Dinner, we celebrated leaders from all five boroughs as well as the Alumnae of the Board of Directors of The New York Women's Foundation. Our honorees La'Shawn Allen-Muhammad, Saeeda Dunston, Paloma Izquierdo-Hernandez, Yesenia Mata, and Jo-Ann Yoo reminded us of the deep roots of solidarity, trust, and love grounding The Foundation's work.

### 2022 Radical Generosity Dinner

The New York Women's Foundation community came together to consider the inclusivity of justice and the opportunities to leverage our collective power at the 2022 Radical Generosity Dinner. We honored leaders in social and economic justice Saru Jayaraman, Maya Wiley, and Ed Zimmerman, who came together for a spirited panel discussion led by Maria Hinojosa.



## PUBLIC EDUCATION EVENTS

The Foundation convened grantee partners for several public education events, which served as key moments for reflection, connection, and exchange of ideas among our community of grantee partners, supporters, fellow funders, and community leaders. We amplified the thought leadership of those closest to the issues through virtual webinars on topics such as community-led approaches to safety and justice for criminalized survivors of domestic violence.





# In the Media

The New York Women's Foundation continued to expand its influence and solidify its position as a thought leader in the field of philanthropy through significant media coverage, including outlets such as:


THE CHRONICLE OF  
**PHILANTHROPY**

Inside  
**Philanthropy**



around the block, around the world  
**harlem world**





**“The New York Women’s Foundation, which is centered on supporting women leaders and community-based solutions, is among the organizations providing overt support to advocates and organizers whom are battling for reproductive rights. The Foundation said it has committed \$635,000 this year to support those groups. It has developed a strategy in partnership with its grantees to identify gaps in investments—a particularly important step given the rapidly-changing landscape of abortion access.”**

—*Staten Island Advance*, “In wake of the Supreme Court’s Roe decision, New York preps for out-of-state women seeking abortions”



**“Under Oliveira’s leadership, The Foundation has expanded its grantmaking—starting with a 20 percent increase in 2009, to \$3.3 million—and awarded \$9 million in 2021, bringing total grant dollars awarded to date to more than \$100 million. The Foundation’s focus has been and will remain on investing in women and gender-expansive leaders to advance justice in their communities.”**

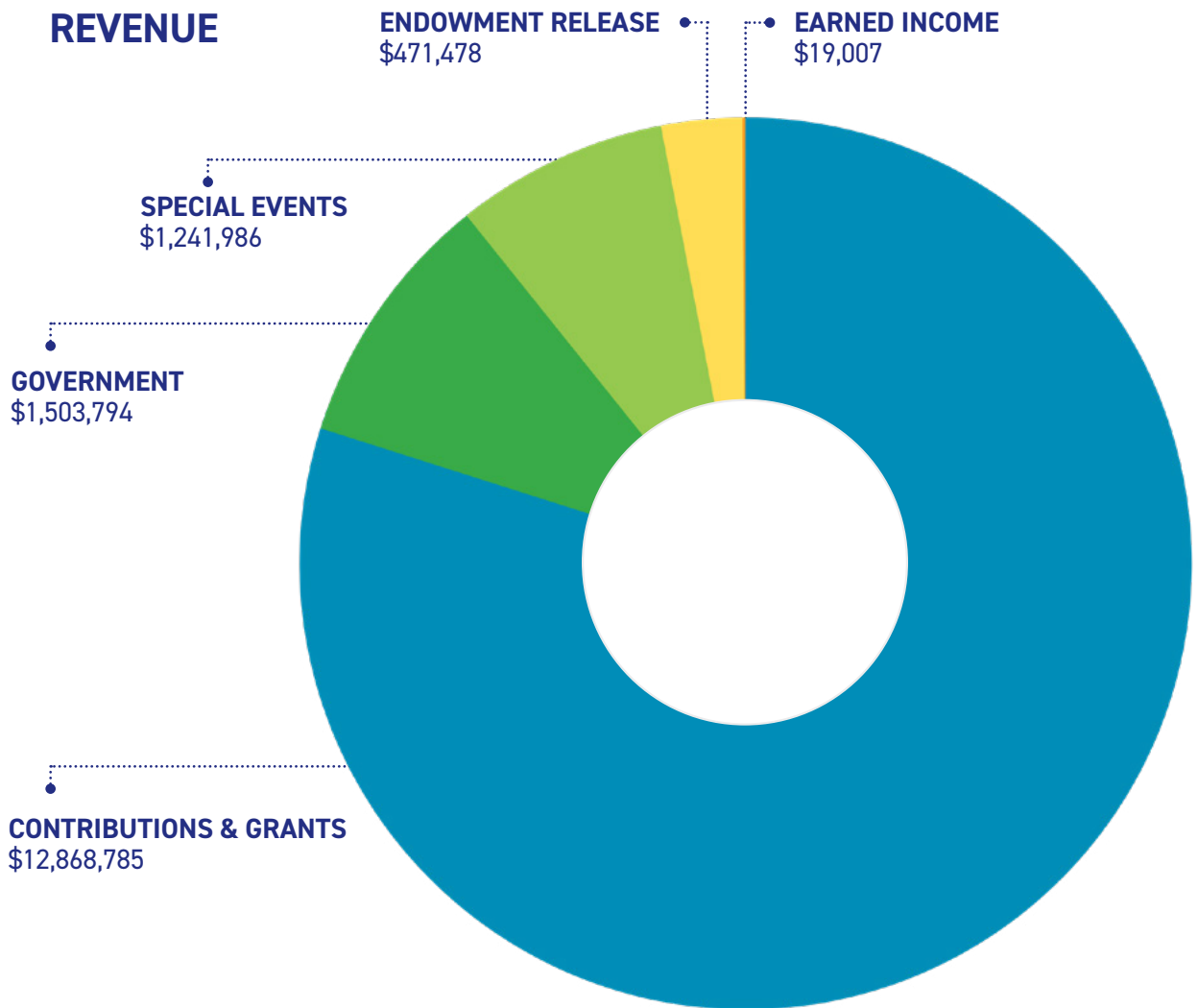
—*Philanthropy News Digest*, “Ana L. Oliveira, President and CEO, The New York Women’s Foundation: Investing in women and gender-expansive leaders”





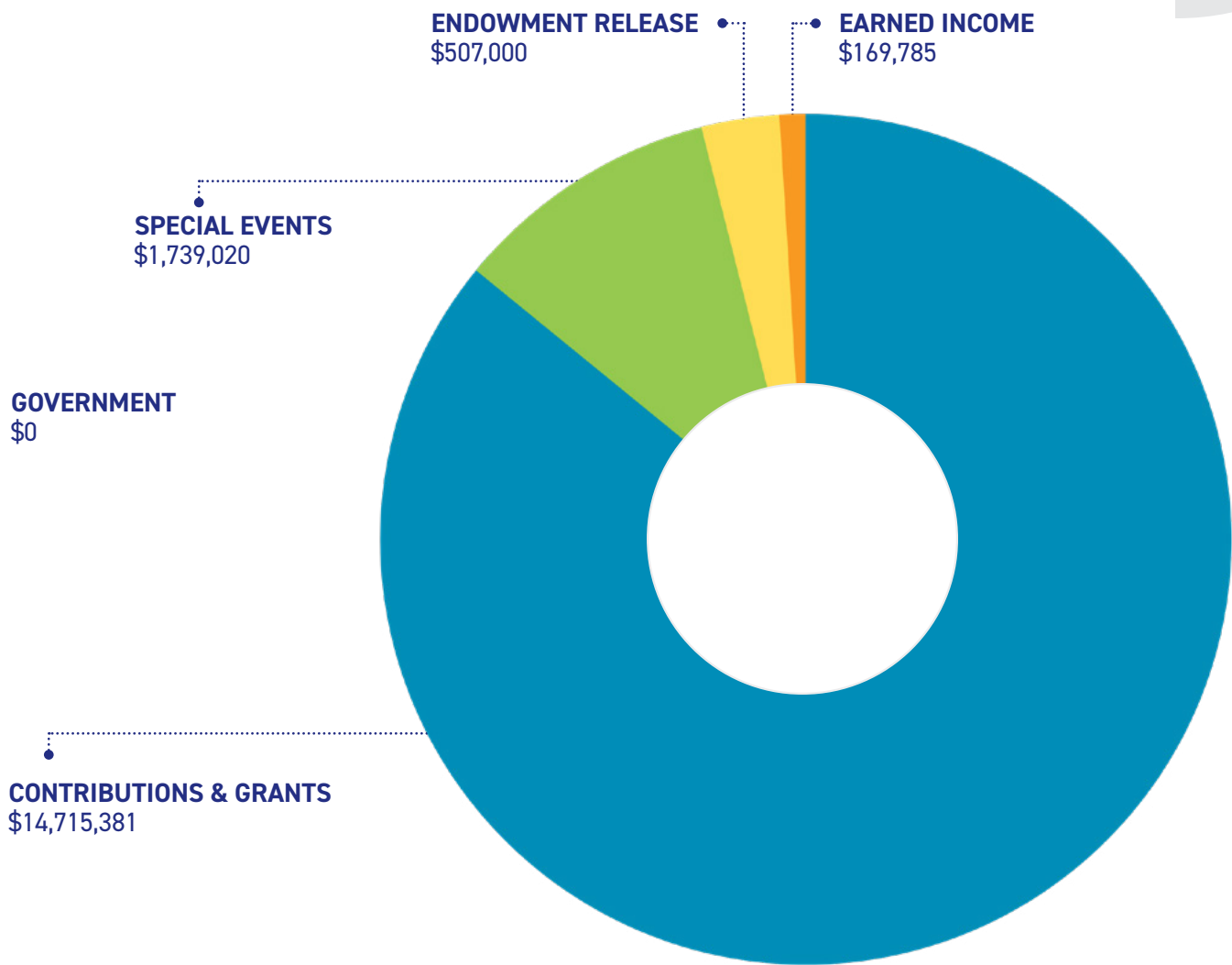
# 2021–2022 Financials

## 2021 REVENUE



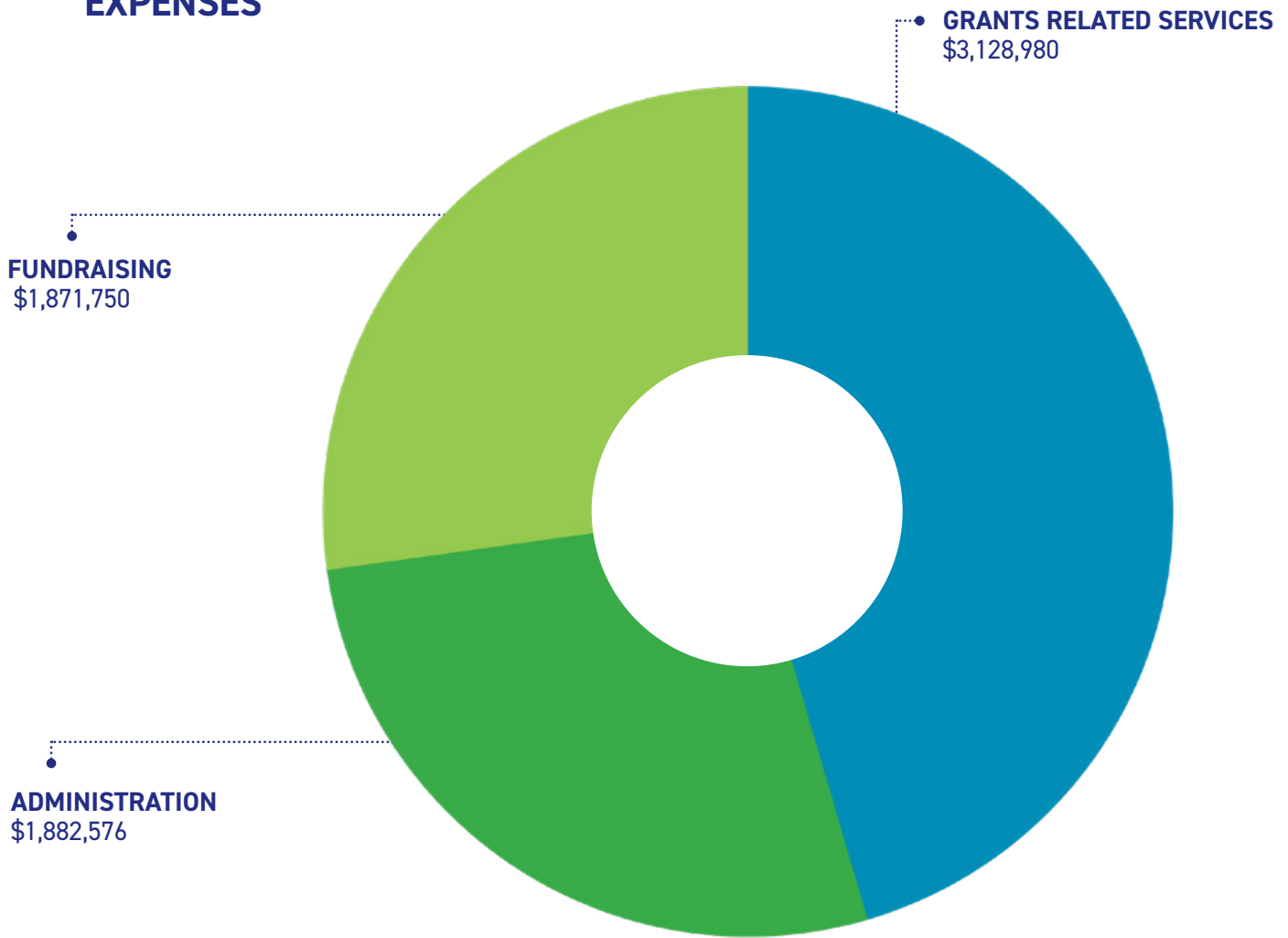
TOTAL  
REVENUE **\$16,105,050**

## 2022 REVENUE



TOTAL  
REVENUE **\$17,131,186**

## 2021 EXPENSES



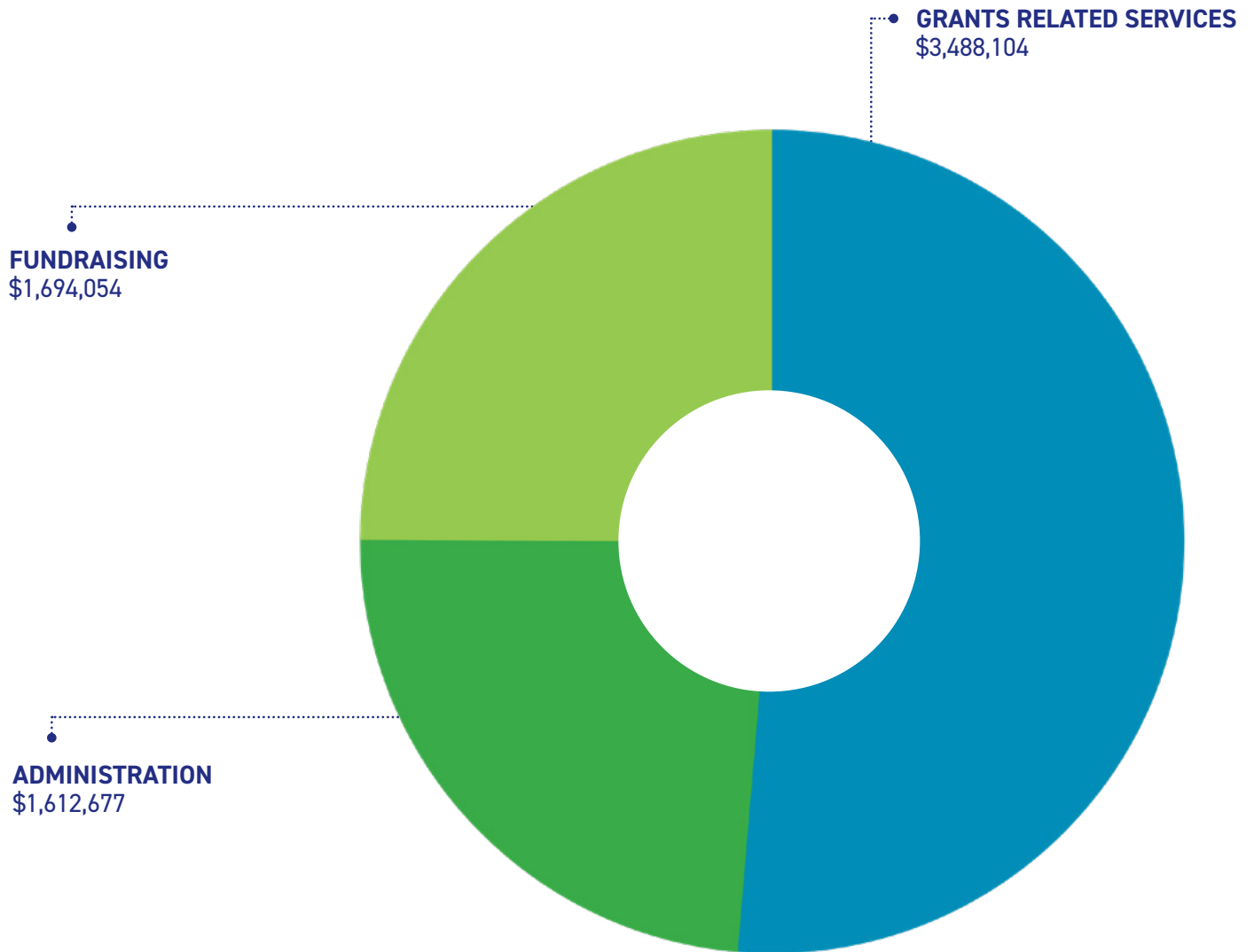
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**TOTAL EXPENSES** **\$6,883,306**



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## 2022 EXPENSES



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TOTAL EXPENSES **\$ 6,794,835**

# Our Leadership

## BOARD OF DIRECTORS

Helene Banks  
*Chair*

Karen Choi  
*Chair*

Lola C. West  
*Vice Chair*

Tiloma Jayasinghe  
*Treasurer*

Ayo Roach  
*Secretary*

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Soffiyah Elijah  
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Imara Jones  
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Danielle Moss Cox  
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Victoria Chu Pao  
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Gloria Pitagorsky  
Margarita Rosa  
Susan Sawyers  
Ellen Schall  
Jean Shafroff  
Tomasita Sherer  
Anastasia Somoza  
Narae Yun

Abigail E. Disney  
*Honorary Chair*  
Helen LaKelly Hunt  
*Chair Emerita*

## THE NEW YORK WOMEN'S FOUNDATION STAFF

Ana L. Oliveira  
*President & CEO*

Adriana Londono  
*Vice President, Development*

Anne Sanderson  
*Vice President, Strategic  
Communications & Marketing*

Ashley Morse  
*Assistant Director, Communications*

Azadeh Khalili  
*Senior Vice President,  
Strategic Partnerships and  
Philanthropic Advancement*

Beth Allee  
*Manager, Events and Corporate  
Sponsorships*

Camille Emeagwali  
*Senior Vice President,  
Programs & Strategic Learning*

Catalina Calle-Duran  
*Manager, Strategic Learning*

Cecilia Cortes Vila  
*Senior Program Officer,  
Economic Security & Justice*

Colin Lovell  
*Manager, Development Operations*

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

Dana Huber  
*Director, Programs & Strategic Learning*

Dimple Jobanputra  
*Associate Director, Programs*

Guisela Marroquín  
*Senior Director, Programs*

Jessica Lee  
*Senior Director of Strategic Partnerships  
and Philanthropic Initiatives*

Joanna Lequerica  
*Accountant*

Kay White  
*Development Database Associate*

Kerry-Ann Henry  
*Development Officer*

Kimberley Moore  
*Program Officer*

Lynna Mercado  
*Vice President, Finance*

Madeline Lamour Holder  
*Vice President, Development*

Marissa Crawford  
*Director, Grants and Operations*

Ruomei Hu  
*Senior Accountant*

Sharon Hametz  
*Senior Director of Strategic Partnerships  
and Philanthropic Initiatives*

Sojourner Rivers  
*Senior Program Officer, Safety,  
Healing & Reproductive Justice*

Susan Treglia  
*Office & IT Manager*

Taina Sanon Epps  
*Program Officer*

Tiffany McFadden  
*Program Officer,  
Justice Initiatives*



The New York Womens Foundation

## Take Action With Us

### DONATE

[nywf.org/ways-to-give](https://nywf.org/ways-to-give)

### GET INVOLVED

[nywf.org/get-involved](https://nywf.org/get-involved)

### BE IN THE KNOW

[nywf.org/newsletter](https://nywf.org/newsletter)

### STAY CONNECTED ON SOCIAL

 @NYWomensFdn

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