

100th Anniversary
1916-2016

THE NEW YORK
WOMEN'S
FOUNDATION®



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CITY
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THE NEW YORK WOMEN'S FOUNDATION

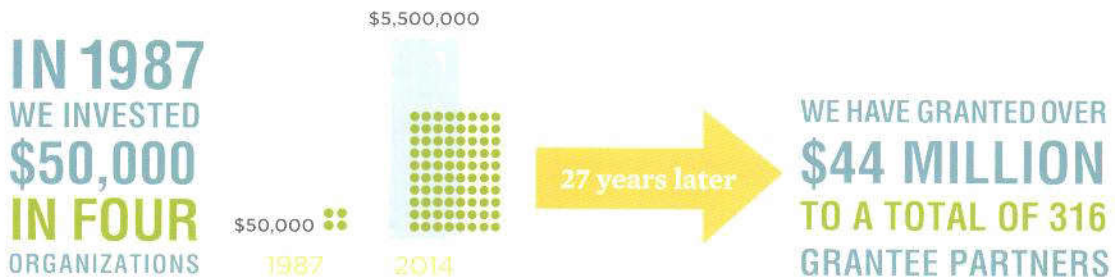
IS A VOICE FOR WOMEN AND A FORCE FOR CHANGE

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.

We advance the lives of women and families by funding organizations that promote the economic security of women; their right to live safely and without violence; their health, sexual, and reproductive rights.

We are women-led: everyone has an equal seat at the table. We take risks, partnering with new organizations that offer ground-breaking solutions. We believe that problems and their solutions are often found in the same place.

In our 27 years, over 6 million women and girls in New York City have been served by 316 Foundation-supported organizations that promote economic security, safety, and health.



We are now one of the top three women's funds in the world, and the largest grantmaking women's foundation in the United States.

A MESSAGE FROM THE BOARD CHAIR AND PRESIDENT & CEO

We start our letter with enormous gratitude for your generous support this past year! Thanks to the outstanding efforts of our grantee partners—and with you by our side—2014 was a year of transformative work for The New York Women’s Foundation.

2014 marked the end of our bold, 5-year initiative—RISE-NYC! (Respond, Inspire, Solve, Engage)—which began in 2009, during the recession, at a time of philanthropic retrenchment. The Foundation took swift action in deepening our investment in the hardest hit communities. Consequently, 30,286 women and families were able to meet their challenges and regain economic stability.

Our Hurricane Sandy initiative, now entering its third year, supports the response and recovery of low-income communities hit by the storm. Going beyond addressing the emergency needs of such communities has proved to be necessary; our initiative is enabling affected women and families to rebuild their lives.

Our Initiative Against the Sex Trafficking of Minors continues to focus on the critical importance of early intervention, and the integration of prevention-focused strategies into programs that address at-risk youth.

In 2014, The Foundation supported three other initiatives. The Healthy Aging Initiative expands our grantees’ capacity to enable older women to thrive and live in dignity. The Collaborative Bridge Partnership fostered dynamic and effective alliances between organizations, while our ongoing relationship with Citi Community Development—placing women corporate leaders on nonprofit boards—strengthens the sustainable capacity of our grantee partners.

Last year, as we expanded our efforts in public and private domains to enhance community-led innovations, we were gratified by the launch of the New York City Department of Small Business Services’ WE NYC Initiative, focusing on women’s entrepreneurship in underinvested areas of the city. In addition, we convened a round-table conversation between a group of grantee partners and the Mayor’s Office to Combat Domestic Violence, strategically addressing the issue of gender-based violence in the city.

We have continued to identify impactful solutions to critical issues in women’s lives. In 2014, we launched a new series of reports, **Voices from the Field**, that highlights the status of underinvested women and girls, comprehensively identifying the challenges that arise in the varying stages of their lives. The first of these, *Blueprint for Investing in Women 60+*, was released in November 2014.

In 27 years of its history, The Foundation has invested \$44,714,480 in more than 316 organizations in NYC, working to achieve sustained economic security and justice for women and girls. In 2015 we will disburse an additional \$6 million, continue to launch new collaborations, and create and diffuse knowledge to strengthen the impact of our work. We have no doubt that with your support—your enthusiasm, commitment, ideas and economic resources—we will continue to dismantle barriers, and create a more just and equitable city for all of us. This is our commitment to you. We thank you for standing with us as we realize our mission with passion and determination.



Anne E. Delaney

Anne E. Delaney
Board Chair




Ana L. Oliveira

Ana L. Oliveira
President & CEO

NYWF HIGHLIGHTS: 1987–2014

1986	Gloria W. Milliken recruits Helen LaKelly Hunt, Joan Melber Warburg, Alice Cardona, Betty Terrell-Cruz and others to found a philanthropic organization to be run by, for, and about women.	2007	Abigail E. Disney makes a \$1 million challenge, "I Declare My Interdependence" at the Celebrating Women® Breakfast, raising an additional \$1.6 million. NYWF honors Dolores C. Huerta with The Century Award at the 20th annual CWB.
1987	The New York Women's Foundation® is registered as a 501(c)(3) charitable organization.	2008	The Foundation's first-ever evening Gala honors women and men for their commitment to New York City. The Foundation publishes <i>The Economic Status of Women in New York State</i> report.
1988	At the first annual Celebrating Women Breakfast, The Foundation awards grants totaling \$50,000 to 4 grantee partners.	2009	RISE-NYC! (Respond, Inspire, Solve, Engage) partnership launched in response to the recession, increasing grantmaking by 20%.
1990	The Allocations Committee, known today as the Grants Advisory Committee (GAC), is created.	2011	The Foundation awards \$4 million to 77 grantee partner organizations. NYWF releases its first gender budget analyses report, <i>A Harder Struggle, Fewer Opportunities</i> .
1993	The Foundation inaugurates the annual Neighborhood Dinner in Chinatown to celebrate community leaders.	2012	The Initiative Against Sex Trafficking of Minors is launched with the release of <i>Sex Trafficking of Minors in New York: Increasing Prevention and Collective Action</i> report. Hillary Rodham Clinton, Secretary of State, is honored with The Century Award at the CWB. The Foundation awards an unprecedented \$5.25 million to 80 grantee partners.
1997	23 grantee partners receive over \$500,000.	2013	NYWF publishes the <i>Economic Security and Well-Being Index for Women in New York City</i> . Leymeh Gbowee, Nobel Peace Laureate, receives The Century Award at the CWB.
1999	The Committee for the Future is launched to introduce younger women to The Foundation.	2014	NYWF releases <i>Blueprint for Investing in Women Age 60+</i> , the first report from The Voices from the Field series. Gloria Steinem, feminist activist and writer, receives The Century Award at the CWB.
2000	Board alumna Sara Lee Schupf underwrites the new Management & Leadership Institute. The first Century Award, awarded to Elinor Guggenheimer at the Celebrating Women Breakfast, honors a woman whose significant achievements have influenced the lives of—and provided a role model for—women and girls.		
2001	9/11 Disaster Relief Fund raises and distributes nearly \$700,000 to support nonprofits working with women.		
2002	NYWF Founder Gloria W. Milliken is presented with The Century Award at the CWB.		
2005	Nobel Laureate Dr. Wangari Maathai is given The Century Award at the CWB.		
2006	Over 50 grantee partners are awarded \$1.65 million. The Foundation launches the Circle of Sisters for Social change to enable socially conscious women to harness their resources and networks to support social change philanthropy in New York City.		



We believe that the challenges women face can best be solved by women working together. Some of us bring ideas, some of us contribute technical expertise, some of us give money, and some of us have an intimate knowledge of what it takes to make the difference. We create a community where everyone can make a difference. All of our human capital is essential. At The Foundation, we say: **Come as you are, do what you can!**

NYWF Grantee Partner
Correctional Association of New York

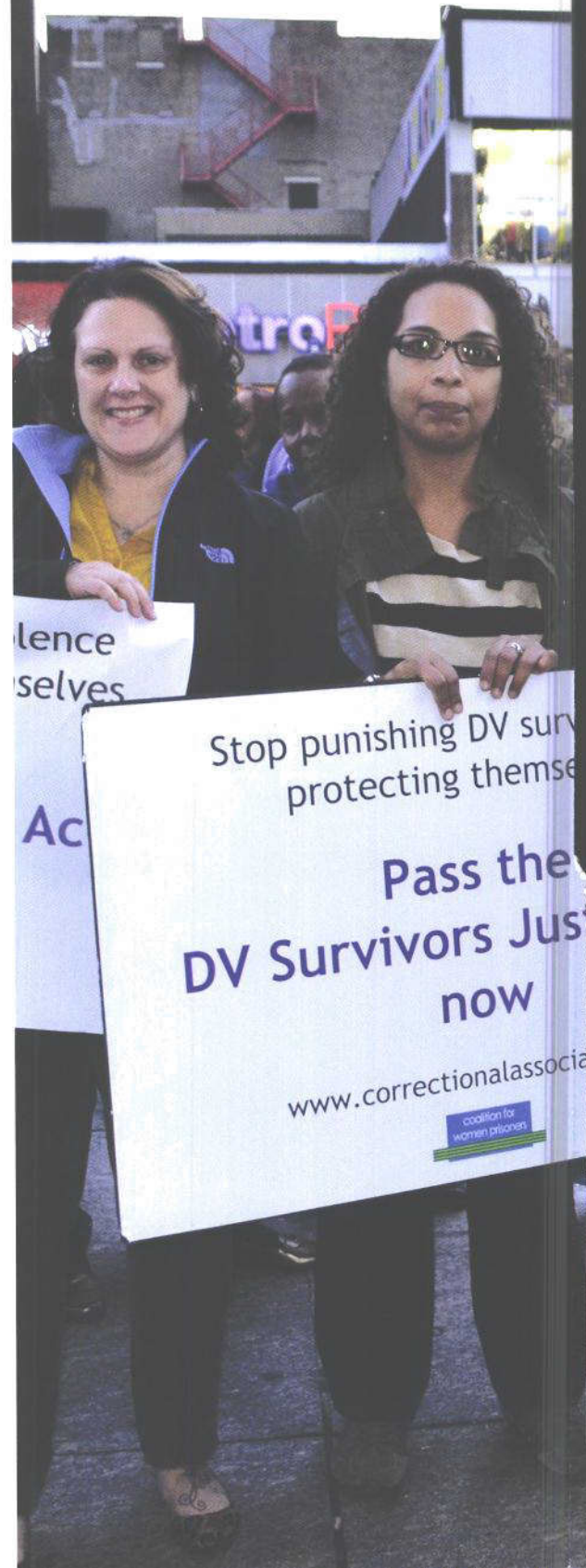
HOW WE DO IT

A CROSS-CULTURAL ALLIANCE

From the start, we engaged all women. We worked based on the strength of a cross-cultural alliance where all women have an equal seat at the table. By being inclusive, we engage with diverse perspectives and experiences. We know that cross-cultural alliances yield better results and create more effective solutions.

PARTNERSHIPS CREATE STRENGTH

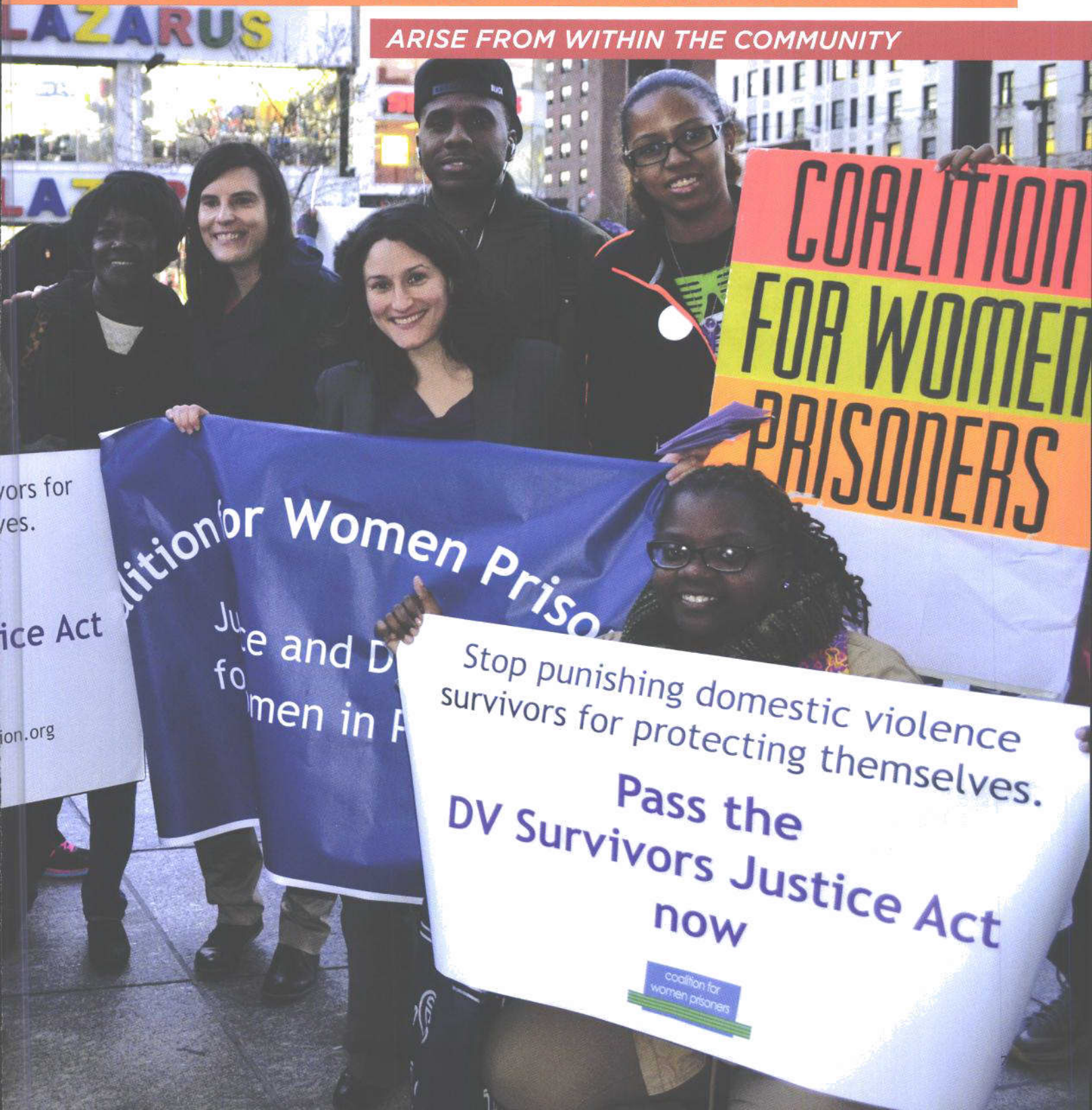
We value our partnerships. We build partnerships with women who have resources to share, women who teach us about our neighborhoods, and women who are addressing the challenges of poverty and violence. We listen and learn from our partners who are the experts on how to create change for their communities. The organizations that we fund teach us about the needs of their constituents and the most effective strategies by which to fulfill these needs.



PROBLEMS AND SOLUTIONS ARE FOUND IN THE SAME PLACE

WE KNOW THAT THE MOST POWERFUL SOLUTIONS

ARISE FROM WITHIN THE COMMUNITY



ivors for
ves.

ice Act

ion.org

Coalition for Women Prisoners
Justice and Dignity
for Women in Prison

Stop punishing domestic violence
survivors for protecting themselves.

Pass the
DV Survivors Justice Act
now



“The New York Women’s Foundation, I say it every time I can, was the first to take a chance on this project when it was really, really new.”

Julia Jean-Francois
Center for Family Life
NYWF Grantee



NYWF Grantee Partner
United Community Centers

TAKING CHANCES GETS IMPRESSIVE RESULTS

Often, the groups we fund are small but inspired by a powerful idea and a sense of urgency. We take chances on these small organizations, even when other funders will not. The results are sometimes astonishing. In 2006, Center for Family Life (CFL) embarked on a revelatory business idea: the female-owned worker cooperative. This progressive business model empowers low-income immigrant women in NYC to become economically self-reliant. In the eight years since its inception, CFL has created and nurtured several co-ops within the Sunset Park community that have generated close to \$5 million in revenues, boosted the local economy and stabilized economically insecure families. Witnessing the undeniable success of the model and its positive impact on the lives of economically insecure women, NYWF was then able to support CFL’s New York City Cooperative Development Project to expand the cooperative initiative to other neighborhoods. Furthermore, New York City Council approved the city’s annual budget, containing a \$1.2 million initiative to fund the development of worker cooperatives on a large scale.

WE DON’T JUST FUND; WE INVEST FOR SUCCESS

WE SUPPORT OUR GRANTEE PARTNERS SO THAT THEY CAN BECOME

SELF-SUFFICIENT AND SUSTAINABLE

Through capacity building grants, we assist our grantee partners with financial management, leadership development and other key functions so that they can develop into fully realized, self-reliant organizations. Our grantees are also able to draw upon the strength of our network of mutually supportive grantee partners that provide them with additional support that helps them succeed and thrive.

WHY WOMEN

WHY THE NEW YORK WOMEN'S FOUNDATION

GIVE!

Everyone can be a philanthropist and shape the world!

All gifts, small and large, help transform our city into a healthier, safer and more economically just New York. A range of contributions is vital to our identity as a philanthropy whose fundraising is both participatory and inclusive.

For more information on how to participate, and on how your gift will make a difference, please contact **Madeline Lamour Holder** 646-564-5982 or mholder@nywf.org.

WHEN WE GIVE TOGETHER, WE ACHIEVE BETTER RESULTS.

We know that women are the key to creating lasting change in the community.

When you support a woman, she will uplift her family, her neighbors, and her community.

We know that for a city to thrive, all its residents must thrive. We also know that the collective impact of your gift goes further to support the organizations we fund. Collective giving allows us to make larger, more meaningful grants and support small, innovative organizations that are making a significant impact in their communities.

When you give to The New York Women's Foundation, you fund local, women-led organizations that have the knowledge and the solutions to help women improve their lives, creating stronger families, stronger communities and a better city for all of us.

MAKE AN ANNUAL GIFT

Make a gift directly to The New York Women's Foundation online or by calling **646-564-5981**. Every \$60,000 allows us to support one more incredible community-based organization.

SUPPORT SPECIAL EVENTS

Our Celebrating Women* Breakfast, Fall Gala, and Neighborhood Dinner all provide opportunities to make a gift while celebrating community leaders and change makers.

BECOME A MONTHLY SUSTAINER

The New York Women's Foundation's Monthly Sustainer program allows you to spread out your annual giving. Contributions to this program are made automatically via credit card, or payroll deduction, the same time every month. To make a gift call **646-564-5983**.

CORPORATE MATCHING GIFTS & DOLLARS FOR VOLUNTEER HOURS

Ask your employer about their matching gifts program. Many companies will double or triple your donation! Simply enclose your company's form along with your donation. Your company may also have an opportunity to "convert" their volunteer hours into a corporate charitable donation if you volunteer for a minimum amount of time.

MAKE A PLANNED GIFT

Join The Polly W. Guth Circle

Women and men of all ages, means, and walks of life can create a legacy and commemorate their commitment to The Foundation. Gifts made through wills, retirement and life insurance plans, and trusts allow you to plan your giving for the future and provide support for future generations of women and girls. These planned gifts could also provide you with current or future income tax deductions as well as generate income for yourself or loved ones.

MAKE A GIFT IN HONOR OF SOMEONE SPECIAL

Make a gift in honor or memory of your mother, daughter, mentor, or friend. The Foundation will send a special card to your honoree acknowledging your gift.

ASK OTHERS TO GIVE

Support the mission of The Foundation through the power of collective action.

A TRANSFORMATIVE EXPERIENCE

The Foundation relies on your donations but we also want your time, your energy, your ideas and presence. Talk to anyone who has worked with us, and you will hear that the experience, whether organizing a Neighborhood Dinner, or joining the Grants Advisory Committee, is transformative.

We create the opportunity for you to fully participate in our work and gain, understanding and compassion for our mission.

Here you will experience the power—and the beauty—of working collaboratively with other women who are equally fierce in their determination to improve the lives of all women and families in New York City.

LEAVE A LEGACY

ASSURE THE FUTURE

Anonymous
Miriam Buhl
Sarah A. Crane
Anne E. Delaney
Kimberly E. Donaldson
Martha M. Ferry
Karen A. Flischel and Kim H. Luck
Mary Ellen Geisser
Agnes Gund
Jeannie Minskoff Grant
Polly W. Guth
Ruth A. Leach Harnisch
Katherine S. Kahan
Kwanghee Kim
Sarah Kovner
Antoinette E. La Belle
Sandra A. Lamb
Carolyn Buck Luce
Jane L. Mali
Gail S. Miner
Cynthia J. Fies
Phyllis W. Ross

The women listed here know how important it is to ensure the future of The Foundation, and that there is no better way to do this than by making a planned gift. Planned gifts help The Foundation guarantee revenue, plan for the future and ensure the economic stability of the organization. Your planned gift will help to make sure that The Foundation will carry on with its important work for many years to come.

JOIN THE POLLY W. GUTH CIRCLE PLANNED GIVING SOCIETY

For more information call
Christina Ramelli at 646-564-5981.

“I looked around at those 2,000 strangers, all passionately caring, all finding ways to make things better, and I said to myself: I’ve found my tribe.”

Anne E. Delaney
NYWF Board Chair
speaking at a Celebrating Women Breakfast

Other ways to join us include:

Social media

Photography

Fundraising

Hosting an Event

Spread the Word:

Visit our website: nywf.org

 [www.facebook.com/
NewYorkWomensFoundation](http://www.facebook.com/NewYorkWomensFoundation)

 [@NYWomensFdn](https://twitter.com/NYWomensFdn)

 [@TheNewYorkWomensFoundation](https://www.instagram.com/TheNewYorkWomensFoundation)

THE CIRCLE OF SISTERS FOR SOCIAL CHANGE (COS)

brings together socially conscious women to learn about The Foundation, harness financial resources, and create professional networks to build a collective voice for social change philanthropy in New York City. COS members support The Foundation’s efforts by becoming monthly sustainers and encouraging others to do so; encouraging more women to become agents of social change by promoting The Foundation’s fundraising events; raising awareness around issues facing women and families in New York City by hosting gatherings in their homes or work places; and, joining the COS Work Group which organizes the annual NYWF Neighborhood Dinner. For more information about COS, please contact **Madeline Holder** at mholder@nywf.org or 646-564-5982.

THE COMMITTEE FOR THE FUTURE (CFF)

creates an opportunity for younger philanthropists, women under 40, to become an important part of The Foundation. CFF members work with The Foundation and our grantee partners by raising funds for, and awareness around, the work that is being done to support New York City women and girls. Committee members gain experience on leadership and fundraising, assist in planning and populating Foundation events, and attend networking and professional development gatherings. For more information about CFF, please contact **Maria Najem** at mnajem@nywf.org or 646-564-5973.

THE CORPORATE LEADERSHIP COMMITTEE (CLC)

is comprised of corporate women from diverse industries who work to increase corporate support for The Foundation and to create corporate partnerships. CLC members meet approximately once a month to devise and implement fundraising strategies. The CLC allows corporate women to participate in philanthropy at the most effective level and to demonstrate their commitment to making the city a better place for women and girls. For more information about CLC, please contact **Christina Ramelli** at cramelli@nywf.org or 646-564-5981.

THE GRANTS ADVISORY COMMITTEE (GAC)

The Grants Advisory Committee (GAC) provides volunteers with the opportunity to participate in The Foundation’s unique grantmaking process. Serving as The Foundation’s “eyes and ears,” GAC members work in teams supported by Foundation staff, to review proposals from application organizations, conduct site visits, and make recommendations for funding. This approach, unique to The Foundation, allows us to leverage the talents of local women in finding and supporting effective community-driven programs. For more information about GAC, please contact **Damisela Taveras** at dtaveras@nywf.org or 646-564-5990.

THE NEW YORK WOMEN'S FOUNDATION BOARD ALUMNAE

"When you become involved in NYWF, you see that being a woman crosses so many artificial lines. You recognize that you have much in common with the woman sitting across from you that you might not have known before. You can't help but feel empowered."

Sarah S. Kovner, NYWF Founder and Board Alumna

We thank our Board Alumnae for their leadership and commitment to The New York Women's Foundation. As always, we are grateful for all that you have done.

Natalie Abatemarco	Elizabeth Fernandez	Sandra A. Lamb	Barbara B. Robertts
Suzanne Ainslie	Martha M. Ferry	Nancy Lebron	Maria Teresa Rojas
Nereida S. Andino	Julie Fontaine	Hali Lee	Rossana Rosado
Carole Angermeir	Jane A. Freeman	Kwanghee Kim Lee	A. Stacey Rouse
Betty D. Arce	Cindy Fukui-Gim	Josephine Linden	Yolanda Sanchez*
María Arias	Arlyn S. Gardner	Margaret Munzer Loeb	Sheri C. Sandler
Wendy A. Bach	Selena Gardner	Melanie Lyons	Laura M. Schachter Hertzog
Didi Barrett	Cecilia M. Gastón	Jean Mahoney	Heidi L. Steiger Schneider
Hyatt Bass	Mary Ellen Geisser	Idelisse Malave	Sara Lee Schupf
Brooke S. Beardslee	Traci M. Gibson	Nell Martin	Marian L. Schwarz
Judith Roth Berkowitz	Leslie Gimbel	Jessica McClintock Kelly	Mary Carroll Scott
Martha D. Bernstein	Susan Ginkel	Anne Mendel	Elinor A. Seevak
Sayu V. Bhojwani	Eloisa Gordon	Rhonda J. McLean	Purvi Shah
Gloria Primm Brown	Lynda D. Gray	Friedrike Merck	Anne Sheffield
Carolyn Buck Luce	Verona Greenland	Gerri W. Merrick	Ann Short
Marjorie A. Cadogan	Audrey Gruss	Gloria W. Milliken*	Barbara Smith
Alice Cardona*	Janet T. Gusman	Gail S. Miner	Connie Solomon*
Shona Chakravartty	Polly W. Guth	Jeannie Minskoff Grant	Brande Stellings
Millie Chan	Judith L. Hall	Mary C. Mitchell	Margaret L. Stevens
Anita Channapati	Anne Hartwell	Elisabeth Luce Moore*	Carmen S. Suardy
Linda T. Chard	Katharine R. Henderson	Katharine Mountcastle	Diana L. Taylor
Aiyong Choi	Carolyn D. Hermogenes	Sondra Murphy	Betty Terrell-Cruz
Josephine M. Clement	Adria S. Hillman	Stacia Murphy	Myra Leigh Tobin
Roxanne Coady	Madeline L. Holder	Sharon A. Myrie	Christina Toosie
Berta L. Colón	Elizabeth C. Houghteling	Brenda Neal	Catherine Tracy
Lorraine Cortés-Vázquez	Carole Hunt	Sheila Nemazee	Mary J. Tully*
Olivia H. Cousins	Helen LaKelly Hunt	Laura J. Nurse	Lola Van Wagenen
Sarah A. Crane*	Audrey M. Hutchinson	Susan J. Onuma	Amy Vance*
Stacey Cumberbatch	Robyn Brady Ince	Maria E. Otero	Helen Vanderbilt*
Judith G. Daniels	Nancy Roosevelt Ireland	Silda Palerm	Barbara Manfrey Vogelstein
Anne S. Davidson	Weslie R. Janeway	Jane Pauley	Sukey N. Wagner
Susan L. Davis	Virginia R. Joffe	Mahsa Pelosky	Myrle H. Wall
Grace Hightower De Niro	Janice M. Johnson	Janice Perlman	Joan Melber Warburg
Tuhina De O'Connor	Anne B. Jones	Carroll Petrie	Charlotte C. Weber
Keiko I. DeLille	Katherine S. Kahan	Lili Pew-Montfort	Sandra Weiksner
Abigail E. Disney	Marion S. Kaplan	Karen A. Phillips	Kathryn Weill
Evan Donaldson*	Edith Kelly*	Lisa L. Philp	Patricia A. White
Kimberly E. Donaldson	Jean B. Kilborne	Rosemonde Pierre-Louis	Dee Winokur
Nancy M. Dorsinville	Grace K. Kim	Suki T. Ports	Barbara Brizzi Wynne
Nicky M. Edlich*	Sarah S. Kovner	Linda E. Rappaport	Barrie Zesiger
Patricia Eng	Antoinette E. La Belle	Lucille C. Renwick	
Somers W. Farkas	Wei Lam	Yolanda Rivera	

*deceased

“Never realize that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that can.”

MARGARET MEAD

“Service is the rent each of us pays for living the very purpose of life and not something you do in your spare time or after hours once you’ve reached your personal goals.”

MARIAN WRIGHT EDELMAN

OUR FOUNDERS

In 1986, a small group of thoughtful, committed women were determined to address the challenges faced by underserved women and girls in New York City. The following year, they created what had never existed in New York City: an activist philanthropy run by a cross-cultural alliance of women invested in social change. Today, the lives of over 6 million women and girls are healthier, safer and more economically secure because of these visionary, committed women.

WE HONOR THEM.

Gloria Primm Brown	Idelisse Malave	Betty Terrell-Cruz
Carol Bundy	Anne Mendel	Myra Leigh Tobin
Alice Cardona*	Gloria W. Milliken*	Christina Toosie
Linda T. Chard	Elisabeth Luce Moore*	Mary Jean Tully*
Anne S. Davidson	Katharine Mountcastle	Amy Vance*
Virginia Day	Sondra Murphy	Helen Vanderbilt*
Evan Donaldson*	Stacia Murphy	Lola Van Wagenen
Cindy Fukui Gim	Brenda Neal	Joan M. Warburg
Anne Hartwell	Janice Perlman	Charlotte C. Weber
Adria S. Hillman	Yolanda Sanchez*	Kathryn Weill
Helen LaKelly Hunt	Anne Sheffield	
Marion S. Kaplan	Connie Solomon*	
Sarah S. Kovner	Margaret L. Stevens	*deceased

THANK YOU FOR YOUR COMMITMENT

The New York Women’s Foundation thanks its departing Board members for their service, courage, knowledge and dedication to improving the lives of women and families in New York City. They did not wait for someone else to take up the challenge; they proactively fulfilled what Marian Wright Edelman calls, “the very purpose of life.” They created a stronger Foundation and a safer, healthier and more humane New York.

WE HONOR THEM AND WE THANK THEM.

Hyatt Bass

Mahsa Pelosky

Diana L. Taylor



NYWF Grantee Partner
Per Scholas: Women in Tech Program

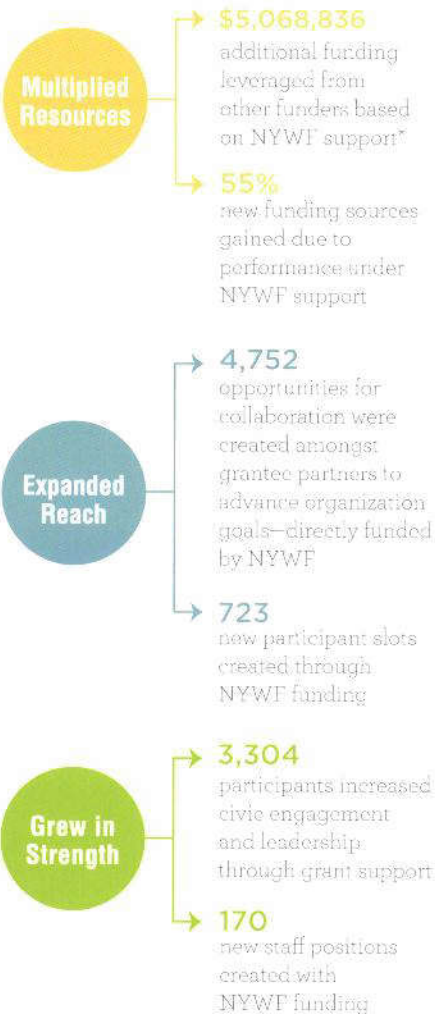
Innovation Center

GRANTMAKING

The New York Women's Foundation prides itself in being a strategic funder of innovative and effective women-led, community-based organizations. In addition to grantmaking, we partner with national and local institutions who support our goals, participate in initiatives that provide management and leadership training, and engage in public education and outreach on issues vital to the lives of women, girls and families in New York City.

NYWF INVESTS IN GROWING THE STRENGTH OF GRANTEE PARTNERS

The unique added value of NYWF multiplies impact. In 2014 Grantee Partners...



* estimated value from 2014 grantee partner data

WHAT WE KNOW

The lives of women and girls are complex. Their economic well-being is inextricably linked to their health, sexual and reproductive freedom and vice versa. We, therefore, invest to remove barriers and create opportunities in each of these areas: economic security; safety and anti-violence; health, sexual rights, and reproductive justice.

The organizations that we fund are women-led and community-based, reflecting our belief that problems and solutions are found in the same place.

Our grantee partners promote change, addressing challenges at their root and altering policies and beliefs in the process. As NYWF President and CEO Ana Oliveira says, “We have been on a steady path of transforming women’s philanthropy from an act of charity to a highly participatory and broadly influential engine for social change.” We think of our work as investing in experts, not donating to victims.

Finally, The Foundation and its grantee partners collaborate, pooling resource to achieve results with dignity and compassion.

HOW WE DO IT

Participatory grantmaking has been a key element of The Foundation’s work since 1987, and is carried out by our volunteer Grants Advisory Committee (GAC). The Foundation provides GAC members with opportunities to learn about philanthropy, the challenges faced by women and girls in the five boroughs, and organizations that provide solutions and propel change in their communities. Trained by The Foundation in philanthropy and activism, 40-50 members in each grantmaking cycle review proposals and conduct site visits in all five boroughs to organizations that have applied for funding. The process is transformative for the community as a thoughtful exercise in self-examination that flags weaknesses and leads to improvements, and for volunteers who speak movingly of the knowledge they have acquired and the indelible experience of being “part of the change they wish to see.”

OUR PARTNERS

Throughout our 27 years, The Foundation has funded a vibrant, energetic network of some 316 past and present grantee partners. Those with similar goals share ideas and information and support each other’s work, adding to their collective impact. Individually, the organizations run programs that are as rich and as varied as the communities from which they spring. The pages that follow offer a profile of The Foundation’s current grantee partners.

Our grantee partners worked with women in every community district in NYC in 2014

NYWF supports homegrown strategies in addressing specific local challenges.

East Harlem, Manhattan

Manhattan is home to areas of great wealth and prosperity but is also the borough where **40% of female-headed households are living in poverty** and has the highest number of **New York City Housing Authority affordable housing complexes** (102 total). East Harlem is the highest poverty community in the borough with **30% of residents living in poverty**, a rate that is nearly double of all Manhattan.

Movement for Justice in El Barrio served 1,526 women in tenant advocacy including **mobilizing community members to successfully advocate for historically low increases in rent for affordable housing leases**, demonstrating how collaborative, community-driven strategies lead to powerful economic gains.

OVERALL POVERTY RATE
NYC: 20%
Women in NYC: 22%

Willowbrook, Staten Island

Staten Island has the **highest proportion of youth abusing prescription drugs and binge drinking in NY**, yet is a health resource desert. Willowbrook residents experience the highest poverty, with **17% of residents living in poverty** compared to 11% of all of Staten Island.

Community Health Action of Staten Island (CHASI) served 254 women and girls through Hurricane Sandy recovery funding as well as the Young Women's Task Force. Additionally, **CHASI successfully advocated on the state level for increased access to critical medications to treat opioid overdose**. CHASI's support of targeted health supports for women and girls catalyzes the health and stability of whole communities, ultimately creating greater access to employment, and social resources.

East Tremont, Bronx

With 43% of residents in poverty, Morrisania and East Tremont have the **highest poverty rates in NYC**, contributing to the Bronx having the greatest portion of communities (68%) with highest rates of HIV & STIs and highest unemployment (9%) in NY state. **30% of adults living in the Bronx have only a high school diploma or less.**

Grace Outreach served 385 women, who **earned high school equivalency diplomas, completed college prep and enrolled in college, and completed vocational training**, demonstrating the economic ripple effects created through continued education.

BOOM! Health educated 50 youth about sexual health, HIV risk behaviors, and **college preparedness**, including launching its first college tour for participants.

Jackson Heights, Queens

The most diverse county in the US, Queens is home to the city's **highest Asian population (389,000)** where 48% of Queens residents are foreign born. The Rockaways and Jackson Heights have the greatest number of Queens residents living in poverty (22%).

Chhaya Community Development Corporation served 78 women of South Asian descent through **supportive services, case management and 4 lending circles** that created over \$16,000 in loan volume with zero defaults, that will grow the economic vitality of women and their families.

East New York, Brooklyn

East New York and the Brownsville region have the **highest violence rates in New York City**. Brooklyn has the highest percentage (31%) of domestic violence incidents in NYC, creating greater barriers to economic security for women and their children as **33% of children and 24% of all females in Brooklyn live in poverty**.

Local Development Corporation of East New York served 114 women entrepreneurs catalyze their financial independence through credit training, financial counseling, and technical assistance, consequently **improving the stability of their businesses and families**, which will ripple into increased local employment opportunities for other underserved community members and will increase safety.

ANTI-VIOLENCE & SAFETY

All women have the right to live safely. The programs we support address the immediate needs of women and girls who suffer physical, emotional and sexual abuse. They also confront root causes and work to create lasting changes in institutions and beliefs that perpetuate gender-based violence.

Families for Freedom | FATOU

On July 20, 2007, just before dawn, agents from Immigration and Customs Enforcement (ICE) raided the home of young Fatou* and her family. Terrified and shocked by the intrusion, Fatou and her five siblings were too young to know how this dramatic moment was to change their lives. ICE agents arrested their father, and deported him to Senegal within a few months. Fatou's mother was also worried about her own deportation which would mean that Fatou and her siblings would have to move back to Senegal with her, a country that still conducts female genital mutilation on young girls. Fatou, as the eldest child, was burdened with the task of helping her mother care for her 5 younger siblings. Without a steady income, Fatou and her family had to uproot their lives and leave their home and moved from one shelter apartment to the next for 4 and a half years.

Luckily, Families for Freedom (FFF), a multi-ethnic human rights organization by and for families facing and fighting deportation, stepped into Fatou and her family's life during their time of upheaval. FFF educates, supports, and organizes families affected by deportation to change unjust laws and their devastating effects on families and communities. FFF was able to connect Fatou and her family to the services that they needed, which included legal counseling and representation for Fatou's mother, and housing and education support for the family.

Being the eldest of her siblings, Fatou is a natural leader. Every year, Families for Freedom's Youth Committee holds a Father's Day Vigil on Father's Day, which raises awareness about American kids whose families are separated due to deportation policies. Fatou, a member of the Youth Committee, was particularly active at this annual event and passionately spoke about her own loss of growing up without her father. As a high school student, Fatou had dreams of going to college, but she was worried about the financial costs. FFF recognized her ability to lead and employed her as a member-intern where she not only fulfilled clerical duties, but also worked as an organizing apprentice. FFF provided Fatou with the financial and skill-building support that she needed every step of the way because they understand the necessity and value of creating leaders in their members.

Families for Freedom is thrilled and proud that Fatou, whom they've known ever since her father's deportation, is nearly at the end of her freshman year at Boston University. Fatou has become an immigrant rights advocate and continues to fight for her family, and so many others like them, who are trying to keep their families together. As an advocate, Fatou is a beacon of strength, drawing from her personal experiences of being impacted by harsh laws that tear families apart.

*Names have been changed to protect identity.

Center for Anti-Violence Education*

Community Alliance Against Violence & RisingStrong,
Brooklyn, Manhattan, Staten Island | \$60,000

Center for Anti-Violence Education (CAE) is a grassroots, community-based violence prevention organization that empowers individuals, especially LGBTQ people, women, girls, and survivors of gender-based violence to build skills to break the cycles of violence in their lives and in their communities. CAE's programs, Community Alliance Against Violence and RisingStrong work to reduce and prevent violence in the lives of LGBTQ homeless, minority, low-income and at-risk youth.

Center for Court Innovation*

Creating Change for Children Project
Citywide | \$60,000

"Creating Change for Children" is a joint project between the New York State Unified Court System and the Center for Court Innovation that trains NYC Family Court Judges and staff on sex trafficking of minors, which includes outreach, building capacity, and training community based services in order to enhance resource availability for victims and those at risk of victimization. CCC works to expand the piloting of trafficking identification guides and screening tools in NYC Family Courts to create an infrastructure to better identify and provide services to victims of sex trafficking as well as those at risk of exploitation.

City Bar Justice Center/ Association of the Bar of the City of NY Fund, Inc.*

Trafficking and Empowerment Program (T-PEP)
Citywide | \$60,000

The City Bar Justice Center brings legal education, representation, and resources to youth trafficked for sex, one of the city's most vulnerable populations. Their Trafficking Prevention and Empowerment Program (TPEP) operates within the Immigrant Women and Children Project to increase the visibility of sex trafficking of minors among the legal community and government agencies; train community partners on the issue; and provide legal services to trafficked minors. The City Bar Justice Center is a non-for-profit division of the Association of the Bar of the City of New York Fund, Inc.

CONNECT

Citywide | \$60,000

CONNECT was founded by veterans of the domestic violence movement to provide direct services that respond to the crises caused by domestic violence. By addressing the cultural dynamics that contribute to the epidemic of gender violence through education and access to preventative support, CONNECT partners with individuals and communities to address interpersonal violence and gender justice, and change beliefs, behaviors, and institutions that perpetuate violence. Through legal empowerment, grassroots mobilization, and transformative education, CONNECT creates safe families and peaceful communities.

Covenant House New York*

Anti-Human Trafficking Services Program
Citywide | \$60,000

Covenant House New York (CHNY) serves homeless youth in New York City, providing shelter and essential services to over 350 young people a night at an array of drop-in services. CHNY's Anti-Human Trafficking Services program prevents youth from falling into the hands of traffickers while also offering comprehensive therapeutic care for trafficking survivors as they work to rebuild their lives. The Anti-Human Trafficking Service program focuses primarily on: identification of human trafficking victims, early intervention for identified trafficking survivors, and education and counseling to prevent at-risk youth from falling into the hands of pimps and other traffickers. CHNY also matches survivors with appropriate education and vocational training with the goal of meaningful, livable wage employment.

Day One New York, Inc.*

Citywide | \$60,000

Day One partners with NYC youth to end dating abuse and domestic violence through community education, supportive services, legal advocacy and leadership development. Day One's program enhances the capacity of professionals to prevent and intervene in cases of commercial exploitation of youth through standardized training that focuses on the link between intimate partner violence and commercial sexual exploitation/trafficking.



* Funded through The New York Women's Foundation's Initiative Against Sex Trafficking of Minors.

** Funded in partnership with the Catalyst Fund at Groundswell Fund.

Edwin Gould Services for Children and Families/STEPS

STEPS to End Family Violence Reentry Program
Citywide | \$60,000

STEPS to End Family Violence (STEPS) works with women incarcerated for crimes related to domestic abuse. Established in 2010, the STEPS Reentry Program helps victims and survivors of domestic violence reintegrate into society after leaving prison. STEPS facilitates a 12-week release-preparation group to prepare women for life on the outside, as well as monthly support groups that focus on the internal work needed to address the trauma pervasive among this population.

Families for Freedom

Citywide | \$70,000

Families for Freedom (FFF) educates, supports, and organizes families affected by deportation to change unjust laws and their devastating effects on families and communities. FFF helps low-income families of color (who are disproportionately targeted by the criminal justice and deportation systems) to fight back by: expanding defensive education work, training women as grassroots educators/mobilizers and organizing at-risk individuals and communities to halt increased criminalization of immigrants.

Girl Be Heard

Bronx, Brooklyn, Manhattan, Queens | \$60,000

Girl Be Heard empowers young women to find their own voice, write and perform personal pieces to raise awareness about violence against women, economic insecurity, trafficking, and other issues. Their Girl Empowerment Program allows youth to express and heal from traumas such as bullying, sexual abuse and body image dysmorphia. Girl Be Heard also runs an In-School Educational Program to help middle and high school students develop writing, speaking, critical thinking, and analytical skills and nurture young women to become leaders in a global movement to empower and raise the status of women worldwide.



Girls Educational & Mentoring Services*

Support Services for Commercially Exploited and Domestically Trafficked Girls and Young Women
Citywide | \$80,000

GEMS serves girls and young women who have experienced commercial sexual exploitation and domestic trafficking. Survivor-led, GEMS understands how commercial sexual exploitation is intrinsically linked to racism, poverty, gender-based violence, and youth criminalization. The long-term Support Services program empowers girls and women to exit the commercial sex industry and develop to their full potential. The program fosters individual transformation, community engagement and mobilization, and systemic change.

Hollaback!

New York City Program

Citywide | \$60,000

Hollaback!'s mission is to improve public safety for women and LGBTQ individuals by ending street harassment and assault. Started as a blog in 2005 to collect everyday stories of street harassment, it is now an international movement with people telling their stories through their smart phone apps and websites. Hollaback!'s NYC-based efforts focus on three core areas: I've Got Your Back campaign, reporting harassment through 311, and Research for Social Change.

LiveOn NY

formerly Council of Senior Centers and Services

Citywide | \$75,000

LiveOn NY grew out of a coalition of senior service organizations that had been meeting informally to share their views, expand their knowledge and discuss better ways to deal with government agencies and serve seniors. Today, LiveOn NY is recognized as the lead NYC-based organization representing senior services and aging issues, advocating for needed community based services that allow older adults to age with independence and dignity. With over 100 member organizations providing community based services through more than 600 programs, LiveOn NY's members range from individual community-based centers to large multi-service, citywide organizations and serves over 1.4 million older adults in NYC annually. CSCS' work ranges from economic justice, combating hunger and supportive housing to workforce development, healthy aging, and community engagement.

* Funded through The New York Women's Foundation's Initiative Against Sex Trafficking of Minors.

** Funded in partnership with the Catalyst Fund at Groundswell Fund.

New York City Alliance Against Sexual Assault

Citywide | \$70,000

The New York City Alliance Against Sexual Assault (the Alliance) spearheads citywide efforts to prevent sexual violence and ensure that survivors of sexual assault have access to the best acute and long-term care. Using Participatory Action Research, the Alliance helps local residents research, analyze and solve problems. The Alliance also engages policy makers and the healthcare system in dialogue and problem solving to advocate for victims.

New York City Gay and Lesbian Anti-Violence Project

LGBTQ Community Based Violence Prevention Program

Citywide | \$60,000

The New York City Gay and Lesbian Anti-Violence Project (AVP) provides LGBTQ and HIV-affected communities with on-site borough-specific intervention, safety planning, counseling, advocacy, and accompaniment. AVP also provides community organizing work including outreach, raising awareness and information distribution. The Community-Based Violence Prevention Program provides outreach, intake and support to Transgender and gender Non-conforming People of Color facing severe levels of hate, domestic and sexual violence, and helps them create strategies to end violence.

Resilience Advocacy Project*

Girls Health and Trafficking Initiative

Citywide | \$30,000

Resilience Advocacy Project (RAP) empowers young people to become leaders in the fight against poverty. RAP combines innovative, scalable youth leadership programs and targeted system-level policy advocacy to leverage the natural resilience of youth and enable them to become catalysts for change in their communities. Their Girls Health and Trafficking Initiative builds a corps of young women with the knowledge and training to serve as peer advocates for girls in New York's juvenile detention centers, homeless shelters and schools who are at risk of being trafficked.

Service Women's Action Network**

Citywide | \$75,000

Service Women's Action Network (SWAN) is a non-partisan human rights organization working to improve the welfare of women veterans and U.S. service women. SWAN provides direct services to New York City's women veterans and service women, and engages in advocacy and policy work around military-related trauma and gender-based violence. Their Fellowship in Leadership and Policy program trains women veterans in NYC to be advocates for change within the NYC area and beyond, giving specialized SWAN trainings to other stakeholders on issues relevant to women veterans.

The Door - A Center of Alternatives, Inc.*

Drop-In and Crisis Service of Runaway and Homeless Youth Program ("RHYP")

Citywide | \$30,000

The Door is a multi-service youth development agency providing a full range of integrated services at a single site, free of charge to anyone between the ages of 12 and 24. The Door's mission is to empower young people to reach their potential by providing comprehensive services in a caring, diverse and nonjudgmental environment. Their RHYP initiative deepens their work in serving at-risk or sexually exploited and homeless youth. Their primary focus will be on girls and gender non-conforming youth under 18 who are at risk for, or victims of, sex trafficking.

The Hetrick-Martin Institute

HMI WOMEN SPEAK: Anti-Violence Media Campaign

Citywide | \$60,000

The Hetrick-Martin Institute (HMI) is among the nation's oldest nonprofit agencies serving the lesbian, gay, bisexual, transgender and queer community. HMI provides mental health and supportive services to at-risk youth regardless of sexual orientation or identity. The year-long Anti-Violence Social Media Campaign is a youth-led initiative to address violence against young lesbians, queer-identified women and trans women, and to educate other community organizations about violence facing young, low-income LGBTQ youth.

Voices UnBroken

The Bronx, Brooklyn, Manhattan, Queens | \$70,000

Voices UnBroken offers creative writing workshops and publishing opportunities for girls and young women who are in residential treatment centers, foster homes, jails or juvenile detention centers. These workshops help participants engage in creative self-reflection; positively interpret challenges; develop a hopeful future orientation; engage in counseling, education and other services; and gain confidence in their voice as a vehicle for change. Our alumni program trains former participants to advocate for themselves and their communities.

* Funded through The New York Women's Foundation's Initiative Against Sex Trafficking of Minors.

** Funded in partnership with the Catalyst Fund at Groundswell Fund.

ECONOMIC SECURITY

We promote the economic well-being and independence of women and girls by supporting programs that provide greater access to education, job training, employment and financial resources while also working to achieve economic justice.

Upwardly Global | SARA'S JOURNEY

Originally from Iran, Sara* built an impressive business career before immigrating to the US. By her late twenties, she was an Operations Manager for a large international investment firm with over 500 employees. And just a few years later, she co-founded a vending company servicing some of the Middle East's largest hospitals and governments. However, when Sara moved to the US in 2012, she found a seemingly impenetrable job market. She had over ten years of experience managing and growing companies. Yet like so many other immigrants, Sara was foreign to the nuances of the American job market, and although she pursued employment opportunities diligently, her job applications went ignored by employers month after month. At this point, Sara had been underemployed for the better part of a year and was living off the money from part-time job answering phones. She had overcome so much in her life, but wondered if she'd ever restart her career in America.

In early 2013, Sara learned of Upwardly Global's program which provides skilled immigrant women with the soft-skill training and 1-on-1 support they need to compete for professional jobs in New York City. By June she had completed the training and started working with Altin, her employment advisor. Altin remembers thinking, "Sara had a tremendous work ethic. Her English was great and she had all the right skills, but her resume was holding her back." Together, Altin and Sara worked on her resume and practiced the more culturally nuanced aspects of the US job search—interviewing, networking, and self-promotion. Sara even started interning at Upwardly Global to establish some US work experience.

Sara excelled as an intern and became an eager participant at the mock interview events that Upwardly Global schedules regularly with New York employers. These events give job seekers the opportunity to hone their interviewing skills in a constructive environment and network with professionals in their field of interest. They also give employers a chance to connect with Upwardly Global's job seekers, and after just a few mock interviews, Sara was being pursued by two of the City's largest banks. Eventually both companies would make offers, and in August, Sara made her decision. She's now an Executive Assistant, making \$75K a year.

Before coming to Upwardly Global, Sara was one of the 30,000+ skilled immigrant women in New York City who are unemployed or working in low-skill, low-paying jobs. However, through our proven training program, 1-on-1 career coaching, employer network, and the support of The New York Women's Foundation, Sara was able to rebuild her once promising career and achieve economic stability.

*Names have been changed to protect identity.

A Better Balance

Citywide | \$75,000

A Better Balance (ABB) promotes equality and expands choices for women and men at all income levels. The Work-Family Support for NY Women Initiative addresses the need for workplace and public policies to keep up with the changing workforce and needs of women and families. ABB's strategy of direct service, legislative action, and public education and monitoring will result in systemic, sustainable change for thousands of families.

buildOn Inc.

New York After-School Program

The Bronx, Brooklyn, Manhattan | \$70,000

buildOn empowers at-risk youth in the U.S. to make a positive difference in their communities while helping people from developing countries increase self-reliance through education. buildOn's New York City After-School program helps high school students in underserved communities (more than 50% of whom are girls) increase their level of education and maximize their potential through community service, volunteer work, and participation in leadership development workshops and goal-setting exercises with a mentor.

Business Outreach Center Network[†]

Child Care Business Development (CCBD) Program

Citywide | \$60,000

The Business Outreach Center Network (BOCnet) creates community wealth, economically empowers individuals and creates jobs for disadvantaged minority and immigrant women in low-income communities. The Child Care Business Development Program represents an innovative public/private partnership in New York City that supports self-employment and business development and job creation in the high-demand child care sector for low-income individuals. With various community partners, BOCnet provides customized training including business management, marketing, financial planning, marketing, and child development skills as well as follow-up support such as legal and financial assistance, networking with other providers, and referrals to related services.



Center for Family Life/SCO Family Services

The New York City Cooperative Development Project

Citywide | \$75,000

The Center for Family Life is a neighborhood-based social service organization in Sunset Park, Brooklyn. The New York City Cooperative Development Project supports the scaling up of the cooperative development initiative, which engages New York City-based nonprofits serving low-income, immigrant women to incubate economically, socially and environmentally responsible worker-owned businesses. Services include workshops on cooperative business development, assessments of organizational readiness and technical support, and advancing the leadership of women most impacted at the intersection of class and immigration status through entrepreneurship and economic stability.

Chhaya Community Development Corporation Saathi Women's Empowerment Program

Citywide | \$60,000

Chhaya Community Development Corporation advocates for the housing needs of New York City's South Asian community and addresses challenges including overcrowded housing, foreclosure, homeownership and civic engagement. Chhaya's Saathi Women's Empowerment Program provides financial education and skills training for low and moderate income South Asian immigrant women. Workshops, peer groups, counseling and coaching educate and support them in understanding financial and credit management, asset-building and other financial skills.

Cidadão Global/Global Citizen

Citywide | \$60,000

Cidadão Global is a community advocacy organization founded with the aim of ensuring that Brazilian immigrants gain access to resources and information in Portuguese in order to better understand their rights. Cidadão Global is the first and only community organization providing leadership development and essential services to New York's Brazilian community. The organization utilizes an intersectional approach to service delivery and examines program participants' needs through the lenses of gender, race, class and sexuality.

[†] Funded through the Walmart Foundation's Partnership for Women's Prosperity.

^{**} Funded in Partnership with the Catalyst Fund at Groundswell Fund.

Empire State Pride Agenda Foundation

Citywide | \$60,000

Empire State Pride Agenda is a statewide LGBT civil rights group working for equality and justice. With their Transgender Civil Rights Initiative, Pride Agenda engages in organizing, education, advocacy and other awareness-building activities to work toward passage and implementation of state and city legislation prohibiting discrimination based on gender identity and expression in employment, housing, public accommodations and credit. Pride Agenda also seeks to include gender identity and expression in hate crimes law.

The Financial Clinic

Citywide | \$60,000

The Financial Clinic, a nonprofit financial development organization, has helped more than 15,000 working poor households to repair debt, establish new savings and secure tax refunds – resulting in \$15 million in assets and resources returned to those who need it most. The Clinic improves financial outcomes for domestic violence survivors, cash earners and older women through a combination of direct service, capacity building for community organizations and systemic/policy changes.

Footsteps

The Bronx, Brooklyn, Manhattan, Queens | \$60,000

Footsteps empowers individuals from the Ultra-Orthodox Jewish community forge lives independent of the restrictions of the ultra-religious communities in which they were raised. When someone chooses to leave these insular communities, they often lose access to support and work opportunities in that community. Footsteps combines peer support with counseling in two interconnected program categories: social and emotional (drop-in groups, counseling, peer mentoring, seminars, celebrations) and educational and career mentoring.

Girls Write Now

Citywide | \$60,000

Girls Write Now (GWN) advances gender equality and social justice by empowering young women-of-color writers. Through its Mentoring, Girls College Bound, and Digital Mentoring programs, GWN helps at-risk girls from New York City's public high schools to realize their writing potential; expand their talent; develop independent, creative voices, and gain the confidence to make healthy school, career and life choices. GWN has connected hundreds of young women to professional women writers and encouraged their expression of issues that affect their lives.

Grace Outreach

The Bronx, Brooklyn, Manhattan | \$70,000

Grace Outreach is an intensive academic program that helps low-income women who have aged out of the New York City school system earn a high school equivalency diploma. Grace Outreach programs supports women who seek to enhance their academic skills, attend college and seek employment. With GED prep, Career Prep and College Prep, women build their confidence to pursue further education and employment goals.

Grand Street Settlement

Grand Street Settlement IMPACT

Brooklyn, Manhattan | \$70,000

From toddlers to senior citizens, Grand Street Settlement (GSS) helps residents of the Lower East Side and Bushwick, Brooklyn to overcome challenging circumstances and build productive futures. The GSS IMPACT program provides low-income mothers and caretakers of children with a bilingual family literacy group, peer support group and opportunity for leadership development. These services support women as they build family literacy skills and reading practices, develop support networks and access ESL, child care and other services.

Hot Bread Kitchen⁺

Project Launch

Citywide | \$70,000

Hot Bread Kitchen (HBK) is a workforce and microenterprise development organization that helps create better futures and increase household wealth for immigrant women and their families. HBK's Project Launch is their flagship workforce development program that increase opportunities for immigrant women interested in building careers in the baking and culinary industry. Project Launch provides year-long training, paid-on-the-job baking and classroom training in English fluency and workplace professional skills. Participants bake ethnic breads and sell them through farmers markets and groceries in NYC.

Hudson Link for Higher Education in Prison, Inc.

College Prep and College Programs at Taconic Correctional Facility for Women

Citywide | \$60,000

Hudson Link for Higher Education in Prison provides college education, life skills and re-entry support to incarcerated men and women to help lower rates of recidivism, incarceration and poverty. Hudson Link's effort to increase the educational level of incarcerated women strengthens their ability to find employment upon release, which leads to economic security and stability for women and their families.

⁺ Funded through the Walmart Foundation's Partnership for Women's Prosperity.

^{**} Funded in Partnership with the Catalyst Fund at Groundswell Fund.

Latino Justice PRLDEF

LATIN@S At Work (LAW)

Citywide | \$60,000

Latino Justice PRLDEF (LJP) is a national civil rights institution for Latinos in the United States. LJP's LATIN@S At Work (LAW) project defends the rights of Latina immigrants who are vulnerable to exploitation in the workplace. LAW intends to focus on addressing sexual harassment and gender-based discrimination in NYC by educating low-wage Latina workers, their employers, advocates and the general community about the rights and protections that exist for Latina workers and to use LJP's legal resources to ensure that these rights are effectively defended and preserved.

Legal Information for Families Today

Women's Program

Citywide | \$60,000

Legal Information for Families Today promotes system-wide reform of courts and public agencies and provides critical services to increase access to justice for children and families. The Women's Program offers legal information, compassionate guidance, crisis intervention, and referrals for job placement, income supports and financial literacy for low-income mothers who are involved in child support, custody or visitation cases without legal representation.

Lexington Vocational Services

Deaf Women for Economic Independence

The Bronx, Brooklyn, Manhattan, Queens | \$60,000

Lexington Vocational Services maximizes the quality of life for deaf adults through employment services as they achieve independence and productivity. The Deaf Women for Economic Independence program provides free and comprehensive job placement and pre- and post-employment services. The program also aims to change workplace culture by educating and preparing employers to be more inclusive of deaf individuals.

Literacy Partners

English for Speakers of Other Languages (ESOL) for Immigrant Women: A Two-Generation Approach

The Bronx, Manhattan | \$60,000

Literacy Partners (LP) provides free literacy classes in New York City to families and individuals, ages 16 and older. LP's ESOL for Immigrant Women Program in the South Bronx helps women, many of whom are recent immigrants, achieve the spoken and written fluency in English necessary to compete in the job market. In addition, the program provides guidance for parental tasks such as helping children with homework and communicating with teachers.

Local Development Corporation of East New York

Brooklyn | \$70,000

The Local Development Corporation of East New York develops the East Brooklyn economy through the development and retention of sustainable businesses, as well as initiatives to expand the assets of community residents. The Women Rise to Financial Independence (WRFI) Program supports women – primarily female heads of household and underserved older women and immigrants – in establishing or improving their businesses and stabilizing their financial position through protecting or recovering credit worthiness, avoiding pending foreclosure, and improving their budgeting skills.

Make the Road New York

Immigrant Women Opportunity Project

Brooklyn, Queens, Staten Island | \$70,000

Make the Road New York brings together low-wage immigrant workers; young people, and lesbian, gay, bisexual and transgender community residents to promote equality, justice and opportunity for all New Yorkers. The Immigrant Women Economic Opportunity Project provides immigrant women with job placement, adult literacy classes, job readiness services, and other supports to increase the capacity of low-income immigrant women to develop marketable skills, obtain living wage jobs and a pathway to meaningful careers while creating jobs in their own communities.

Mercy Center

Adult Education and Work Readiness program

The Bronx, Manhattan | \$60,000

Mercy Center supports women and families in the Mott Haven section of the South Bronx, helping them move from poverty to economic self-sufficiency. The Adult Education and Work Readiness program offers computer classes, job readiness training and career services to help immigrant women in the nation's poorest Congressional district to succeed. Participants develop self-confidence, find employment, and design career plans to stay employed and advance in a field for which they are well prepared.

Movement for Justice in El Barrio

Manhattan | \$60,000

Movement for Justice in El Barrio was founded when Latina immigrant mothers joined to address negligence and harassment from their landlord. Today, the Housing Justice Program integrates community organizing, leadership development and political education to build a grassroots, majority-women social justice organization and to enhance women's leadership in the organization. In the "Liderazgo de Mujeres (Women's Leadership) training initiative, women build skills and knowledge in housing law and tenants' rights, the media, protests and direct actions, meetings and self-representation in court.

New York Legal Assistance Group: Legal Health Women's Stability Project

Citywide | \$60,000

New York Legal Assistance Group (NYLAG) is a nonprofit law office providing free civil legal services to low-income New Yorkers. LegalHealth, a unique project within NYLAG, addresses the nonmedical needs of low-income individuals with serious health problems. LegalHealth's Women's Stability Project offers free legal services for women in NYC hospitals (particularly single female heads of households, underserved older women, pregnant women and new mothers) and training to healthcare professionals on patients' legal issues.

Participatory Budgeting Project

The Bronx, Brooklyn, Manhattan, Queens | \$75,000

The Participatory Budgeting Project helps communities make informed and democratic decisions about public spending and revenue. Participatory Budgeting NYC (PBNYC) aims to increase participatory budgeting in NY City Council districts and increase community control in government decision-making. Through PBNYC, low-income women gain leadership skills while making informed spending and revenue decisions for their communities. PBNYC's goal is to open other public funds for participatory decision-making and generate class and gender equity in public spending.

Per Scholas+

Women in Tech Program

Citywide | \$60,000

Located in the South Bronx, Per Scholas is New York City's oldest and largest IT workforce development initiative. It offers free technical skills training - including computer, printer and network administration skills. The Women in Tech Program helps low-income women achieve financial stability by formalizing credentials or entering the information technology field as computer technicians.

Red Umbrella Project

The Bronx, Brooklyn, Manhattan, Queens | \$60,000

Through the lens of lived experiences, the Red Umbrella Project (RedUP) reframes public dialogue surrounding the stigma and discrimination of individuals in the sex trade. RedUP takes a three-pronged approach. 1) media/advocacy training to help sex trade workers challenge discrimination; 2) communication and transferable job skills to help people exit the sex trade industry; and 3) community organizing and advocacy to achieve social and political change.

Sanctuary for Families+

Domestic Violence Workforce Initiative

Citywide | \$70,000

Sanctuary for Families provides integrated clinical, legal, shelter and economic empowerment services to domestic violence victims and their children. These direct services are complemented by extensive community outreach, training and education, and systems change advocacy. Through the Domestic Violence Workforce Initiative, survivors receive job readiness, career development, basic office skills and other intensive in-house training.

Sapna

The Bronx, Queens | \$70,000

Sapna promotes social justice and economic empowerment of the South Asian immigrant women's community in New York City. Sapna builds collaborations with community members and existing organizations, fosters the provision of accessible social and health services, and facilitates community research and program development that is responsive to the needs of the community.

Soledad O'Brien and Brad Raymond Foundation Scholars Institute

The Bronx, Brooklyn, Manhattan, Queens | \$60,000

The Soledad O'Brien and Brad Raymond Foundation bridges obstacles and opportunity to help underserved young girls and women attend and graduate college. Participants engage in activities and experiences that break down stereotypes and remove the limitations society has assigned due to gender, race and economic and social inequalities. By providing resources to overcome barriers, the Foundation helps each young woman reach her highest potential.

Start Small. Think Big.+

Citywide | \$60,000

Start Small. Think Big. (SSTB) provides financial and legal services to low-income women, immigrant and minority entrepreneurs in NYC's most underserved communities. SSTB's leadership development program, Entrepreneurship Pipeline, offers opportunities for low-income entrepreneurs to scale their businesses via personal financial and business coaching along with small business legal assistance.



NYWF Grantee Partner
Start Small. Think Big.

* Funded through the Walmart Foundation's Partnership for Women's Prosperity.

** Funded in Partnership with the Catalyst Fund at Groundswell Fund.

STRIVE/East Harlem Employment Services

Women's Empowerment Initiative

Citywide | \$60,000

STRIVE is a workforce development organization that increases economic security for New York City residents who face the greatest impediments to employment—including recovering addicts, formerly incarcerated individuals, recipients of public assistance, and the homeless. Their Women's Empowerment Initiative provides training, wrap-around supportive services, job placement, and retention services to low-income women in their Health and Office Operations Training Program who possess significant barriers to employment, with an intentional focus on single mothers.

Union Settlement Association

El Camino Health Pathways:

Home Health Aide Training and Job Placement

Citywide | \$60,000

Union Settlement Association fosters leadership and self-sufficiency by helping families in East Harlem build better lives for themselves and their community. The El Camino Health Pathways: Home Health Aide Training and Job Placement program provides low-literacy women who lack a GED with increased access to educational opportunities and prepares them for higher paying jobs in the high-growth, high-demand healthcare sectors by improving literacy and English levels.

United Community Centers⁺

East New York Farms!

Addressing Food Justice with Older Adults

Brooklyn | \$60,000

United Community Centers is a neighborhood-based multi-service organization that provides needed services to families, adults and young people and involves residents of all racial, ethnic and religious backgrounds in efforts to address and resolve community issues. East New York Farms! promotes economic development by creating markets where local gardeners can sell their harvest and increasing access to affordable, urban-grown food for local residents.

Upwardly Global⁺

Citywide | \$70,000

Upwardly Global works to move working poor immigrants into financially sustainable employment. Through the Women's Services Program, Upwardly Global helps immigrant women professionals reclaim their professional careers in the U.S. and establish financial security for themselves and their families. The program provides women with a job-readiness program and other tools to overcome the multiple barriers they face in entering the labor market.

Urban Upbound

Women Economic Security Initiative

Queens | \$60,000

Urban Upbound helps residents of four public housing neighborhoods in Western Queens achieve economic self-sufficiency and break intergenerational cycles of poverty. The Women's Economic Security Initiative will work with women to develop and expand leadership skills and improve long-term financial security through an integrated set of employment and banking services, as well as create a network of women-led community support systems.

Women's Housing and Economic Development Corporation⁺

Home-Based Childcare Training Institute

The Bronx | \$70,000

The Women's Housing and Economic Development Corporation works with families in the South Bronx to advance greater access and equity for women in areas of education, health, economic stability and mobility to lead Bronx communities out of poverty. The Home-Based Childcare Program gives low-income women a ladder to economic self-sufficiency by helping them grow successful childcare businesses. The program trains women in bookkeeping, business planning, health and safety, and child development. It also helps them access start-up funds, technical assistance and referrals.

Year Up New York⁺

Young Women's Initiative

Citywide | \$60,000

Year Up New York is a one-year intensive training and corporate internship program that empowers young adults who possess a high school diploma or GED, but are otherwise disconnected from the economic mainstream, to reach their potential through professional skills and higher education. The Young Women's Initiative provides social services, support groups, gender-specific retreats and networking events to help young women become change agents in their own lives, families and communities.

Young Women's Christian Association of Queens⁺

Women to Work

Queens | \$70,000

The YWCA of Queens provides a predominantly immigrant and ESL community with comprehensive health care, financial guidance, education, and focused job training skills to meet the needs of the community and establish economic security for women. In the Women to Work program, low-income and unemployed immigrant women learn to become home healthcare workers and administrative aides. Participants receive job training, ESOL classes, job readiness instruction, computer instruction, job placement, and career counseling.

⁺ Funded through the Walmart Foundation's Partnership for Women's Prosperity.

⁺⁺ Funded in Partnership with the Catalyst Fund at Groundswell Fund.

WOMEN MULTIPLY THE IMPACT OF INVESTMENTS MADE IN THEIR FUTURES

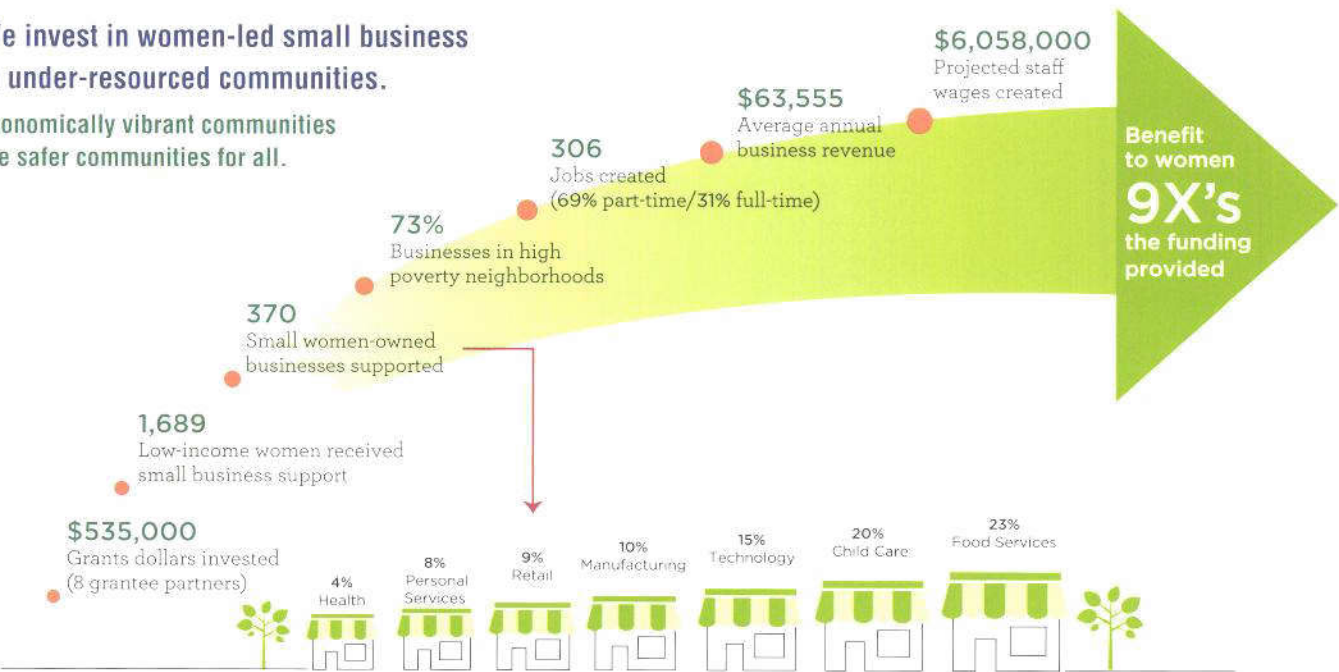
The Foundation supports homegrown solutions that lead to greater economic opportunity and stability.

We cultivate diverse pathways to career opportunities by investing in skills development.



We invest in women-led small business in under-resourced communities.

Economically vibrant communities are safer communities for all.



The Foundation Invested in Small Businesses Across Many Sectors

HEALTH, SEXUAL RIGHTS AND REPRODUCTIVE JUSTICE

We support programs that help women and girls to take control of their health and sexual rights and to obtain quality health care, including the full range of reproductive health services.

THE POINT | MONICA

The POINT Community Development Corporation (The POINT) is dedicated to youth development and the cultural and economic revitalization of the Hunts Point section of the South Bronx. We work with our neighbors to celebrate the life and art of our community, an area traditionally defined solely in terms of its poverty, crime rate, poor schools and substandard housing. We believe that the area's residents, their talents and aspirations are THE POINT's greatest assets. One of our participants, Monica*, exemplifies our motto, "People in the community create the community in which they want to live."

Monica grew up in a household where she was often discouraged from socializing in public. As the daughter of a single mother who was a former member of the US military, suffering from PTSD, and unable to work—Monica has endured several challenges, including homelessness this past year.

Through a number of community programs, The POINT provided Monica with a space that allowed her to persevere and hone her leadership skills, despite the challenges facing her at home. She started as a participant in The POINT's W.O.M.E.N.'s (Where Our Minds Empower Needs) group. She is a regular contributor to the group's POP magazine, writing articles, poetry and creating artwork that get published several times a year. The program nurtured her mind and spirit which allowed her leadership skills to grow. She was invited to apply to and joined ACTION, where she is furthering her community work via environmental justice.

Monica is currently working on a Waterfront Justice Campaign that allows her to help organize Hunts Point community members around issues pertaining to securing the South Bronx waterfront in the event of another superstorm, like Hurricane Sandy.

Monica's leadership skills have blossomed under W.O.M.E.N. and ACTION programs. She has been active in integrating the perspectives and lessons from the WOMEN's program into the wider organization of The POINT, an accomplishment that speaks to the leadership skills that she has developed here. Monica also expresses herself confidently on social justice issues and is eager to spread awareness of the issues affecting her community. She has managed to maintain a solid B average and this year was appointed manager of school's track team.

Monica is a testament to The POINT's mission of yielding transformative outcomes for both youth and community. THE POINT's programs and activities foster independence and confidence, and in Monica we see just how much of an impact we have on our youth in our community. We have witnessed the radical change in Monica in the course of her journey to becoming a young woman. We look forward to seeing Monica excel as she graduates high school, goes on to college, and becomes a powerful leader.

*Names have been changed to protect identity.

BOOM! Health (Formerly Bronx AIDS Services)

GO GIRL: Inside Out

The Bronx | \$60,000

Boom! Health provides non-hospital based HIV/AIDS services to improve the lives of adults and adolescents in the Bronx who are HIV positive or at risk. The GO GIRL's Inside Out program works to decrease HIV-associated behaviors among young women of color in the Bronx by addressing the underlying issues that serve as barriers to maintaining optimal health, while adding a college readiness component.



Callen-Lorde Community Health Center

Transgender Care Management Program

Citywide | \$60,000

Callen-Lorde Community Health Center provides quality health care and related services to New York's lesbian, gay, bisexual, transgender and queer/questioning communities. The Center welcomes all who seek services, regardless of ability to pay. The Transgender Care Management Program address the need for targeted and sensitive medical care coordination services for transgender and gender nonconforming patients.

Committee for Hispanic Children and Families

Young Women's Advocacy Project (YWAP)

Citywide | \$70,000

The Committee for Hispanic Children and Families, Inc.'s (CHCF) mission is to combine education and advocacy to expand opportunities for children and families, and strengthen the voice of the Latino community. The Young Women's Advocacy Project (YWAP) is a new advocacy sub-program of CHCF's Graduate, Prepare and Succeed (GPS) drop-out prevention program, which allows participants to learn leadership and advocacy skills, team and consensus building, as well as the function of local government and the constructs for promoting change via education about and subsequent selection of an issue related to health, sexual rights and reproductive justice.

Community Health Action of Staten Island

Young Women's Task Force

Citywide | \$60,000

Community Health Action of Staten Island empowers individuals, families and communities to overcome health disparities caused by poverty, discrimination and lack of access. Through the Young Women's Task Force (YWTF), low-income adolescent women of color learn to avoid unintended pregnancies, HIV infection and other sexually transmitted diseases. YWTF's education and training program develops young women as peer leaders to deliver prevention messaging in their schools, homes and other settings.



Correctional Association of New York**

Women in Prison Project (WIPP)

Reproductive Justice Campaign

Citywide | \$75,000

The Correctional Association of New York (CA) works to create a more fair, just and humane criminal justice system. CA's Women in Prison Project (WIPP) facilitates leadership among currently and formerly incarcerated women to empower them to reform the criminal justice policies that directly affect their lives. WIPP's Reproductive Justice for Women in Prison Campaign helps ensure access to quality reproductive healthcare and advances reproductive justice for incarcerated women.

** Funded in Partnership with the Catalyst Fund at Groundswell Fund.

National Latina Institute for Reproductive Health
New York Community Organizing and
Leadership Development to Advance Dignity
for Pregnant and Parenting Youth
Citywide | \$40,000

The National Latina Institute for Reproductive Health (NLIRH) advances a reproductive justice agenda focused on Latinas, their families and communities. They focus on three critical and interconnected areas: abortion access and affordability; sexual and reproductive health equity; and immigrant women’s health and rights. NLIRH’s NY Latina Advocacy Network (LAN) fosters the leadership of pregnant and parenting youth to advocate for policies that support young parents, and better equips young Latinas to make informed decisions about their reproductive health.

SPARKS
(Serving Pre- and Post-natal women and families
with Awareness, Relief, Knowledge and Support)

The Bronx, Brooklyn, Manhattan, Queens | \$60,000
SPARKS helps women from low-income and Orthodox Jewish communities in Brooklyn who suffer from Post-Partum Depression (PPD) overcome the financial and cultural barriers that prevent them from seeking treatment. SPARKS’ programs offer women and their families information, services and referrals for PPD, which if untreated can lead to hospitalization for depression, self-neglect, child neglect and even infanticide and maternal suicide.

Streetwise and Safe**
Citywide | \$60,000

Streetwise and Safe (SAS) is an initiative of the Peter Cicchino Youth Project at the Urban Justice Center that builds and shares leadership, skills, knowledge and community among young women and LGBTQ youth of color who experience gender-based violence and discriminatory policing practices. Their “Know Your Rights” SAS Youth Leaders Program engages young women and LGBTQ youth of color in year-round programming through which they share information critical to reducing harms of interactions with law enforcement with their peers, advocate for systemic changes to policing policies, and practices which jeopardize their safety and infringe on their right to bodily and reproductive autonomy.

The POINT Community Development Center
The W.O.M.E.N.
(Where Our Minds Empower Needs) Project

The Bronx | \$60,000
The POINT is dedicated to youth development and the cultural and economic revitalization of the Hunts Point section of the South Bronx. The W.O.M.E.N. Project engages girls and women ages 13 to 21 in peer education and prevention programming to increase awareness of HIV/STIs and teen pregnancy among young African American/Black and Latina/Hispanic women.

** Funded in Partnership with the Catalyst Fund at Groundswell Fund.

2014 STRATEGIC PLAN

In 2014, NYWF launched a strategic planning process to chart our course over the next three years. As part of this process, input was gathered via surveys, group discussions, and one-on-one interviews with a variety of Foundation stakeholders, including current and former grantee partners and Board members, donors, volunteers, and staff, as well as experts and allies in the field. As a result, we are excited to build on our 27 years of success working in New York City by focusing on three main areas of growth over the next three years:

Increasing our Investment in Policy Change and Systemic Impact

We will increase our focus on policy and advocacy opportunities that have the highest chance of being “game changers” for women, families and gender non-conforming communities in the areas of economic security, health and safety. We will also play an increased role as a facilitator and convener of stakeholders to work collaboratively towards such systemic impact efforts.

Advancing What Works

We will leverage our knowledge and experience to promote learnings about what effectively promotes economic justice for women and families in two areas: 1) community-based solutions for engaging women, girls and gender non-conforming individuals 2) Effective models of philanthropy and grantmaking.

Expanding our Reach

We will expand our reach and create new partnerships to increase our scope of influence and grow impact in ways broader than are possible alone—including cross-sectoral institutional partnerships with philanthropic, non-profit, governmental and research-focused stakeholders, as well as individual stakeholder groups such as millennials, young women and men.



PARTNERSHIPS FOR RESPONSIVE FUNDING

2014 RISE-NYC! (Respond, Inspire, Solve, Engage)

2014 was the culminating year of NYWF's bold, 5-year initiative: RISE-NYC! (Respond, Inspire, Solve, Engage). This initiative—begun in 2009, during the economic recession—was driven by our commitment to support economic security for women and families. Although it was a time of philanthropic retrenchment, we increased funding to respond to the urgent needs of women, families and communities during the Recession crisis. We boldly stepped forward and effectively mobilized financial and human resources to:

- Increase economic security using microenterprise financing, training, and small business development.
- Increase access to higher paying jobs in high-growth, high-demand sectors such as technology, healthcare, and child care, as well as nontraditional fields, such as construction.
- Increase family stability through access to work and income supports such as child care, after-school programs, and government benefits; and providing urgent, culturally sensitive crisis intervention services.

NYWF's investment of \$4,917,500 in RISE-NYC! had powerful, multiplying effects: enabling 19 grantee partners to serve 30,286 women, and creating an additional benefit for 15,246 dependent children. The RISE-NYC! Initiative effectively reached women, families, and communities with the greatest need for economic stability. Accomplishment highlights of the initiative include: supporting the start or expansion of over 440 businesses in economically distressed communities; enabling 50% of women applicants to obtain jobs; supporting 62% of enrolled women to complete an education program.

The grantee partners involved, over the course of RISE-NYC! Initiative, are: Accion East; Brooklyn Workforce Innovations; Business Outreach Center Network; CHANGER; Community Voices Heard; Grameen America; Hour Children; Local Development Corporation of East New York; Make the Road NY; Mercy Center; New York Legal Assistance Group; Legal Health; Sakhi for South Asian Women; STRIVE/ East Harlem Employment Services; Upwardly Global; Urban Upbound; Violence Intervention Program; Women's Housing and Economic Development Corporation, and YWCA of Queens.

In 2015, we will be disseminating a comprehensive report on our findings from RISE-NYC.

Healthy Aging Initiative

The New York Women's Foundation has expanded its focus on the complex relationship between aging and economic security. The Foundation supports a dignified and empowered aging experience for all women. In 2014, through a funding partnership with the Fan Fox & Leslie R. Samuels Foundation, NYWF launched the Healthy Aging Initiative, to enhance our grantee partners' capacity to engage and supporter greater economic security for older women. NYWF supported three grantee partners, Center for Family Life, Urban Upbound, and YWCA of Queens, to design, develop, and/or enhance innovative programs targeting older women. These organizations are provided with an added value of engaging in an ongoing learning collaborative as they build new intervention approaches to reach older women.

- Center for Family Life works with low-income Latino and Asian women in Sunset Park, Brooklyn.
- Urban Upbound works with low-income African American women in Far Rockaway, Queens.
- YWCA of Queens works with low-income Asian women in Flushing, Queens.

HURRICANE SANDY RESPONSE AND RECOVERY FUND

While the floods of Hurricane Sandy have receded, underserved communities continue to find themselves in the center of the aftermath, lacking long-term safety and stability. Unemployment, homelessness, poor health, and isolation are persistent challenges that communities hardest hit by the storm face on a daily basis.

2014 marked the third year of The New York Women's Foundation's Hurricane Sandy Response and Recovery Fund, a four-year initiative created to address the devastation caused by the storm. The funding initiative supports organizations in the heaviest-hit neighborhoods as they continue to guide, supplement, and leverage city-wide and national recovery support.

While emergency funding is necessary for relief, sustained funding is essential for long-term recovery, to ensure that the obstacles created and exacerbated by Hurricane Sandy do not become permanent spokes in the cycle of inequity in New York City.

The Foundation designed the fund in recognition of the layered barriers that constrict the vitality of low-income individuals, families and communities.

Through our support, Community Health Action of Staten Island, Good Old Lower East Side, Make the Road NY, and Urban Upbound invested in recovery strategies addressing employment, health care, and housing services. Their focused recovery efforts illuminate how grassroots work makes a critical difference in effectively and meaningfully addressing local community needs at an immediate and systemic level.

What is Working to Achieve Community-Authored Recovery

'First responders'—Grantee partners responded as full community participants as they better equipped to identify, understand, and dynamically address underlying local recovery needs.

Bolster resilience—As the cornerstones of communities, grantee partners stayed long after the crisis to support recovery of community threads that had been strained. Armed with local trust and deep community knowledge, grantee partners continued to provide disaster relief recovery support and expertise locally and internationally.

Gumption—Grantee partners acted to evolve relief to recovery solutions—leveraging knowledge gained during relief work to reshape strategies to support long-term recovery.

Ripple effects—Grantee partners employed a lens of systemic change to ensure that rebuilding would not reinforce preexisting inequities, but would create sustainable pathways to opportunity for low-income communities through policy and systemic change.

Activating new leaders—Grantee partners engaged women within the community as leaders and created opportunities for employment, advocacy, and leading policy change.

Silver lining of disaster focused partnerships—Active investment in the development of community networks allowed grantee partners to deepen reach in impacted neighborhoods and to develop long-term recovery strategies that reflect the needs and values of diverse communities.

Key Lesson Learned: Relief is not enough, recovery is the space for creating real change.

Initiative Against Sex Trafficking of Minors

In 2014, the midpoint in our Initiative Against Sex Trafficking of Minors, The Foundation deepened its investment in prevention and early intervention strategies for girls, and gender fluid youth in New York City by integrating prevention-focused strategies into current programs that work with youth.

To date, grantee partners in the Initiative have worked with 806 girls and young women, of whom 92% were girls of color, and 52% were homeless or unstably housed at the time of program entry. The participants received access to a range of valuable, strength-based resources that address economic stability, safety, and health. During 2014, 40% of young women and girls participated in education programs; 40% received career counseling; 64% applied for jobs, and 25% obtained employment—leading to \$1,118,220 of projected annual earnings from employment to support stronger, brighter futures.

In our fall grantmaking cycle, we awarded one-year grants ranging from \$30,000 to \$80,000 to the following grantee partners:

Association of the Bar of the City of New York
Girls Educational and Mentoring Services (GEMS)
Center for Anti-Violence Education
Center for Court Innovations
Covenant House
Day One New York
The Door
Resiliency Advocacy Project

Collaborative Bridge Partnership Initiative — A dynamic and shared learning experience

The Foundation knows that investing in the leadership and capacity of grantee partners to develop collaborations with other local organizations strengthens and deepens their collective efforts, and creates lasting pathways to economic opportunity in the communities that they serve.

In 2014, with funding from JPMorgan Chase, NYWF launched a learning initiative that develops the capacity of grantee partners through collaboration. It supports community-based organizations in creating deeper, more integrated partnerships to facilitate their work. This concept honors the value that by collaborating together we can actualize greater accomplishments.

Organic partnerships that have been identified as ready for integration are directly funded in order to support and maintain a 'bridge' between partner organizations. Each organization brings its own strength and expertise to the table. This enables a more efficient and integrated service provision. In addition, these alliances create dynamic service delivery models that draw on the expertise of individual partners. Our intention is to facilitate a deeper, more robust package of services and to serve a large number of women with finite resources.

**2014 JPMorgan Chase Collaborative
Bridge Partnership Grantee Partners:**

Business Outreach Center Network
Community Health Action of Staten Island
Footsteps
Local Development Corporation of East New York

Partnership for Women's Prosperity

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

NYWF grantee partners funded under this initiative use strategies that range from basic skills development to career advancement across many sectors and within high-demand industries that provide meaningful and livable wages. NYWF is achieving the goals of the PWP partnership through grantmaking, collaboration in a learning community, research and the development of best practices and strategies that build women's long-term financial self-reliance and economic security.

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

2014 Partnership for Women's Prosperity Grantee Partners

Business Outreach Network

Grameen America

Hot Bread Kitchen

Per Scholas

Sanctuary for Families

Start Small. Think Big.

Upwardly Global

Women's Housing and Economic Development Corporation (WHEDCo)

Year Up New York

YWCA of Queens

PWP is supported by The Walmart Foundation.

The Catalyst Fund at Groundswell Fund

In 2014— for the seventh consecutive year—NYWF partnered with The Catalyst Fund at Groundswell Fund, to increase investments and visibility of the vital contributions of women of color who are leaders in the reproductive justice movement. The Foundation awarded grants to the following local community-based, women-of-color led reproductive justice organizations:

Correctional Association of New York

Service Women's Action Network

Streetwise and Safe

Nonprofit Board Engagement Partnership

Since 2013, NYWF has partnered with Citi Community Development to implement the Nonprofit Board Engagement Partnership, with the goal of strengthening the governance of NYWF grantee partners by engaging Citi women employees in nonprofit board placement opportunities.

The New York Women's Foundation would like to thank Citi for their ongoing partnership and their commitment to strengthening their relationship with the community, by engaging women business leaders in community service. The following organizations participated in the 2014 cohort, taking steps to strengthen their capacity to meet community needs:

Chhaya Community Development Corporation

Community Voices Heard

Equality Now

Girls Education & Mentoring Services (GEMS)

Girl Be Heard

Girl Write Now

Participatory Budgeting Project

Sanctuary for Families

Start Small. Think Big.

STRIVE International/

East Harlem Employment Services

Women's Housing and Economic Development Corporation (WHEDCo)

CAPACITY BUILDING INITIATIVE

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

In 2014, The Foundation provided a total of \$543,000 in capacity-building support that leveraged the expertise of nonprofit consulting firms. This disbursement enabled one-on-one consulting services and cohort learning opportunities for our grantee partners. In addition, grantee partners could apply for individual capacity-building grants to pursue customized technical assistance services from consultants of their choosing. Finally, grantee partners had access to a variety of workshops and trainings through The Foundation's continued partnership with the New York City Capacity Building Funder's Collaborative.

2014 Capacity Building Grants

The New York Women's Foundation awarded a total of \$127,000 in capacity-building grants to 22 grantee partners to strengthen organizational infrastructure and increase the effectiveness of their programmatic activities. Organizations requested assistance in the following areas: board development; communications; evaluation; fundraising; information technology; program development, and strategic planning.



Capacity Building Grants in 2014:

Adhikaar for Human Rights and Social Justice

ALIGN: The Alliance for a Greater New York CHANGER

Chhaya Community Development Corporation

Committee for Hispanic Children and Families

Community Voices Heard

CONNECT

Girl Be Heard

Girls Write Now

Grace Outreach

Haitian Women for Haitian Refugees

Legal Information for Families Today

Local Development Corporation of East New York

Make the Road New York

Movement for Justice in El Barrio

Per Scholas

Sakhi for South Asian Women

Sapna NYC

Service Women's Action Network

Start Small. Think Big.

Violence Intervention Program

Voices UnBroken

2014 Capacity Building Partnerships

In 2014, The Foundation continued its capacity-building initiative through strategic partnerships with nonprofit consulting firms. Through these partnerships, 51 of The Foundation's grantee partners participated in structured peer learning opportunities, combined with one-on-one consultations, to increase their organizational and programmatic capacities in leadership and organizational development, and fundraising.

Cause Effective

Provided a series of workshops and one-on-one consultations for grantee partners to strengthen individual donor development and increase overall fundraising capacity.

SEED

Piloted a comprehensive self-assessment for the leadership teams at grantee organizations. Provided grantee partners with an online resource for support on organizational sustainability, effective communications, team-work and facilitative leadership.



2014 New York City Capacity Building Funder's Collaborative

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

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

In 2014, The Foundation partnered with the New York City Capacity Building Funder's Collaborative to offer grantee partners the following workshops and trainings:

Worker Center Legal Issues
Lawyers Alliance

Advocacy Institute
Maggie Williams

Succession Planning
Carmen Rivera

Employment Law
Lawyers Alliance

Affordable Housing 101
Center for Urban Pedagogy

Fiscal Management
FMA

Advocacy - City Hall
Wayne Ho

Changes in Lobbying Laws
Lawyers Alliance

Zoning Law 101
Center for Urban Pedagogy

We are grateful to The New York Foundation; North Star Fund; Mertz Gilmore Foundation; Scherman Foundation; Stonewall Community Foundation, and United Way of New York City for their partnership in 2014.

2014 STRATEGIC DISCRETIONARY AND PLANNING GRANTS

Strategic Discretionary Grants support efforts that respond to emerging issues or immediate needs that fall outside of the scope, size, or timing of The Foundation's fall and spring guidelines in accordance with The Foundation's mission.

In 2014, The Foundation awarded \$344,250 in grants in this area to the following organizations:

Association of Fundraising Professionals

To support the Real Time Grantmaking education session at Fundraising Day in New York

Black Women's Blueprint

To support participation in the Convention Against Torture and Other Cruel Inhumane or Degrading Treatment or Punishment

Caribbean Cultural Center

To support the organization's infrastructure planning and capacity building

Cine Qua Non

To support the distribution of the film "Simple Justice"

The College and Community Fellowship

To support and scale up the Academic Success Program

Community Voices Heard

To support facilitation of workshop sessions for the citywide Talking Transition civic engagement program

Dominican Women's Development Center

To support the organization's enhanced community engagement work

High Water Women Foundation

To support school-readiness efforts for low-income New York City public school students

Hot Bread Kitchen

To support their culinary and entrepreneurial training for immigrant women

League of Professional Theatre Women

To support the organization's strategic planning process

Literacy Partners

To support facilitation of workshop sessions for the citywide Talking Transition civic engagement program

Make the Road New York

To support facilitation of workshop sessions for the citywide Talking Transition civic engagement program

Maura Clark-Ita Ford

To support the organization's infrastructure and capacity building

NYC Alliance Against Sexual Assault

To support a multi-year City-wide Sexual Assault Campaign to reach youth in marginalized communities who are at high risk of sexual assault

Restaurant Opportunities Centers United

To support the One Fair Wage Campaign and the NY Childcare Cooperative

Sakhi for South Asian Women

To support leadership transition and enhanced community engagement activities

St. Philip's Church

To support the Jillian's Peak television project in achieving enhanced LGBTQ community engagement

Welfare Rights Initiative

To support implementation of a Policy Partnership Symposium to increase access to education and training for low-income New Yorkers

Women's City Club of NY

To support increased civic engagement and education efforts for women in New York City

PowHer NY

To support the development and launch of an inclusive statewide network committed to securing economic equality for all New York women



NYWF Grantee Partner Sakhi for South Asian Women

THOUGHT LEADERSHIP AND COMMUNITY EDUCATION

The New York Women's Foundation raises awareness of critical issues to women through the release of in-depth reports and through public events that engage partners and experts from a variety of fields.

Voices from the Field: **Blueprint for Investing in Women 60+**

In November 2014, The New York Women's Foundation launched their **Voices from the Field** series, which comprises four **Blueprint for Investing in Women** reports that explore the position, needs, and strategies for supporting the security and contributions of low-income NYC women during one of four major developmental periods: ages 0-8, 9-24, 25-29, and 60+. Its goals are to: (1) broaden understanding of the key role and issues of NYC's low-income girls and women; (2) stimulate broad, productive discussion of how best to support those roles and address those issues; and (3) catalyze bold investment into promising strategies and solutions.

The first report, **Blueprint for Investing in Women 60+**, was released in November 2014 and highlighted the many challenges facing older women including caregiving responsibilities for adult children and grandchildren, access to benefits, social connectedness, and health education and support.

For more information on the *Voices from the Field* series and the executive summary and full **Blueprint for Investing in Women 60+** report visit nywf.org/voices-from-the-field



(from left to right) Ana Oliveira, NYWF President & CEO, Panelists: Melissa Nieves, Director of Adult Education, Union Settlement Association, Bobbie Sackman, Director of Public Policy, Council of Senior Centers and Services of NYC, Ruth Finkelstein, Associate Director, Robert N. Butler Columbia Aging Center, Katherine Acey, Executive Director, GRIOT (Gay Reunion in Our Time) Circle, Moderator: Irma Rodriguez, Executive Director at Queens Community House & NYWF Board Member, Report Author: Susan Leicher, Thompson & Columbus, Inc.

What's Working: Promoting Innovative Entrepreneurship for Women

In October 2014, The New York Women's Foundation launched **What's Working**, a series of conversations that aim to engage expert partners, educate the public and advance a more just and sustainable economy. In a climate of great economic inequality, the challenges facing underinvested populations as they seek economic security are ever more difficult, and women in particular face even greater obstacles. We have initiated a series of discussions with experts in community, government, policy and philanthropy, to better explore issues in today's economic environment. This series is a space for provocative conversation that will spur ideas, partnerships and potential solutions and opportunities to help women succeed in New York City and beyond.

The first in this series of discussions focused on **Promoting Innovative Entrepreneurship for Women** and highlighted the efforts already taking place to develop innovative entrepreneurship models that take advantage of the inherent strengths of women, particularly low-income and immigrant women, and provide them with the additional skills and resources that they need for success. The discussion also explored the best practices for supporting these models and scaling them up to achieve greater impact.



(from left to right) Panelists: Jessamyn W. Rodriguez, Founder & CEO, Hot Bread Kitchen, Commissioner Maria Torres-Springer, NYC Department of Small Business Services, Assoc. Professor of Law Carmen Huertas-Noble, Director of the Community & Economic Development Clinic at CUNY School of Law, Moderator: Natalie Abatamarco, Managing Director, Citi Community Development

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Lavender Light performance



Grantee partner presenter Rhizlane Fizazi from Hot Bread Kitchen and Grantee partner speaker Tenaja Jordan from The Hetrick-Martin Institute



2014 Celebrating Women Breakfast honorees Soffiyah Elijah, Gloria Steinem, Jessamyn W. Rodriguez with NYWF Board Chair, Anne Delaney



2014 Celebrating Women Breakfast Co-Chairs, Jennifer Giacobbe, Taina Bien-Aimé, Karen Reynolds Sharkey, and Kwanza N. Butler



Circle of Sisters for Social Change member Arlene Bascom, Grants Advisory Committee member Ieisha Gray and former board member Anita Channapati

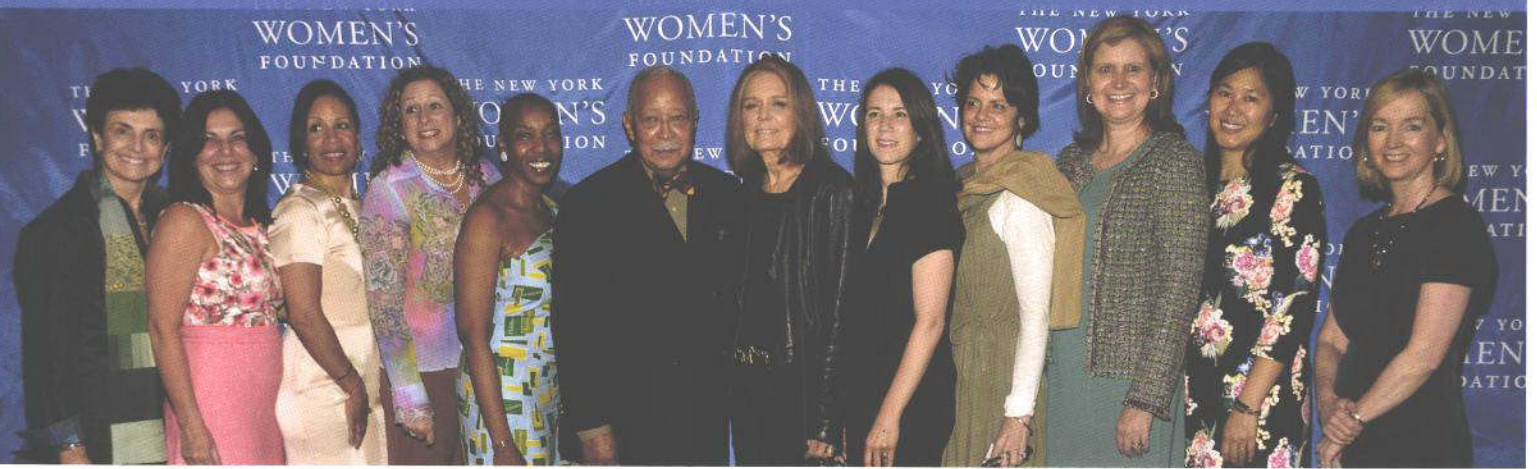


Century Award recipient Gloria Steinem

2014

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2014 Century Award recipient Gloria Steinem, NYWF Honorary Board Chair Abby Disney, and Celebrating Women Award recipient Jessamyn W. Rodriguez



Singer and songwriter Judy Collins with Century Award recipient Gloria Steinem



Bennie Edgerson, grantee partner speaker from Accion East



Guest at the 2014 Celebrating Women Breakfast

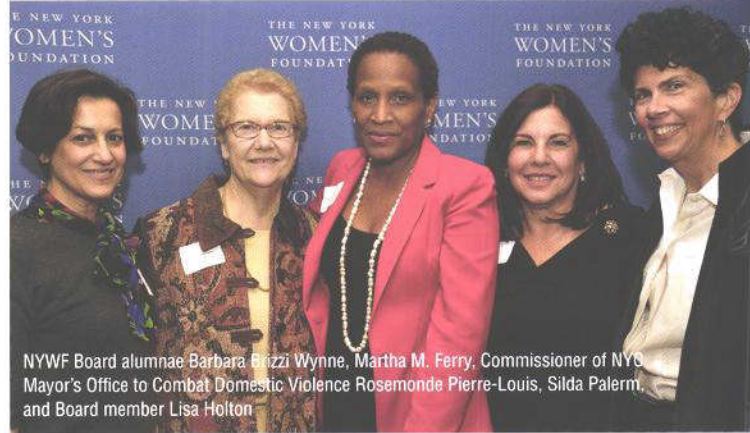
Guests at the 2014 Celebrating Women Breakfast



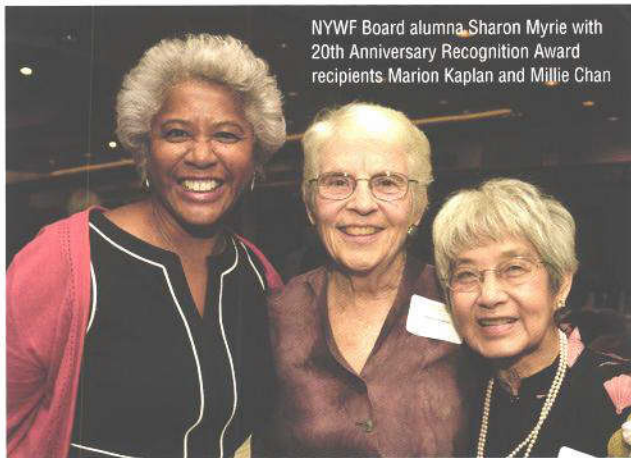
For more photos please go to www.nywf.org/about/2014-year-in-pictures/



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NYWF Board alumnae Barbara Brizzi Wynne, Martha M. Ferry, Commissioner of NYC Mayor's Office to Combat Domestic Violence Rosemonde Pierre-Louis, Silda Palerm, and Board member Lisa Holton



NYWF Board alumna Sharon Myrie with 20th Anniversary Recognition Award recipients Marion Kaplan and Millie Chan



NYWF Board alumna Nancy Dorsinville, Julie McGee Board Chair Anne Delaney, and Board alumna Antoinette LaBelle



Performance by Lower East Side Girls Club Chorus



Guests enjoying a toast at Jing Fong restaurant in Chinatown



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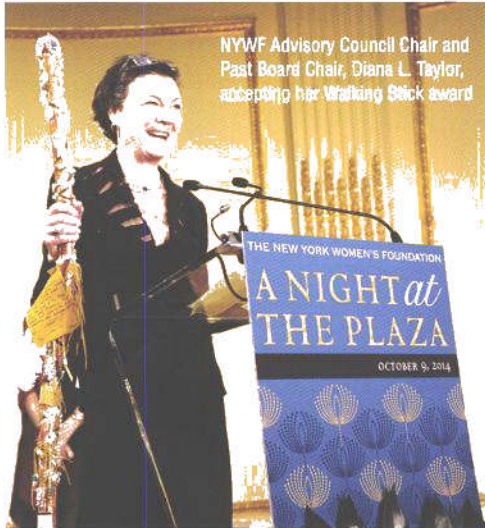


Performance by Wally Ruiz and Trio Cristal

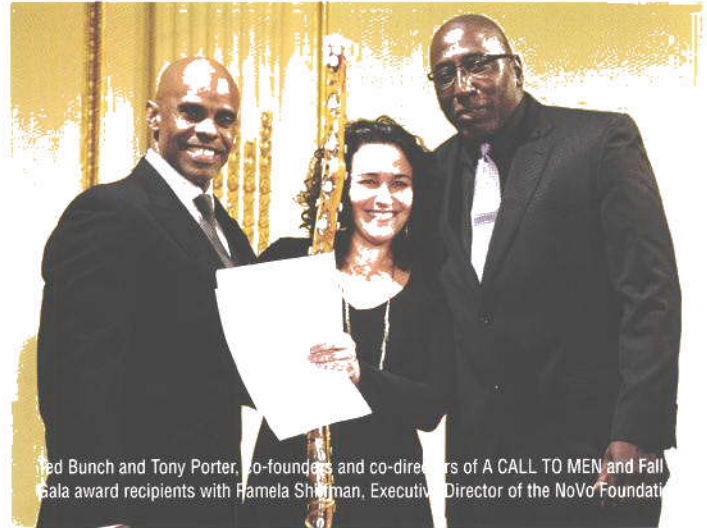
Performance by NYWF grantee partner, Girl Be Heard



NYWF Advisory Council Chair and Past Board Chair, Diana L. Taylor, accepting her Walking Stick award



Ted Bunch and Tony Porter, co-founders and co-directors of A CALL TO MEN and Fall Gala award recipients with Hamela Sherman, Executive Director of the NoVo Foundation



NYWF Board Chair Anne Delaney, Fall Gala award recipients Diana L. Taylor, Ted Bunch, Tony Porter, Anne Pasternak, and NYWF President and CEO Ana Oliveira



Orange is the New Black star Danielle Brooks with Soffiyah Elijah, Executive Director of Correctional Association of New York



Board alumnae Barbara Brizzi Wynne, Ceclia M. Gaston, and Board Member Merble Beagon



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Summarized Financial Statements

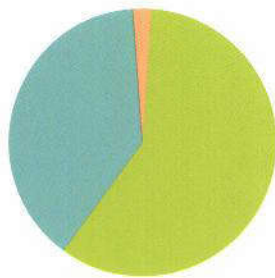
STATEMENTS OF ACTIVITIES

Year Ended December 31, 2014 with Comparative Totals for 2013

YEAR ENDED DECEMBER 31

				2014	2013
	Unrestricted	Temporarily Restricted	Permanently Restricted	Total	Total
Support and revenue:					
Contributions & grants	\$ 1,257,615	\$ 697,594	-	\$ 1,955,209	\$ 3,725,928
Special events	2,939,819	-	-	2,939,819	2,507,647
Donated goods and services	110,041	-	-	110,041	144,303
Investment income (losses), net	422,570	175,219	-	597,789	1,854,758
Other income	-	-	-	0	0
Net assets released from restrictions	3,894,453	(3,894,453)	-	0	0
Total support and revenue	8,624,498	(3,021,640)	-	5,602,858	8,232,636
Expenses:					
Grants, research, public education & leadership development	7,620,427	-	-	7,620,427	7,344,278
Administration	515,303	-	-	515,303	553,300
Fundraising	1,628,610	-	-	1,628,610	1,793,597
Total expenses	9,764,340	-	-	9,764,340	9,691,175
Change in net assets	(1,139,842)	(3,021,640)	-	(4,161,482)	(1,458,539)
Net assets - January 1	11,702,069	6,014,578	\$1,799,595	19,516,242	20,974,781
Net assets - December 31	\$10,562,227	\$ 2,992,938	\$1,799,595	\$15,354,760	\$19,516,242

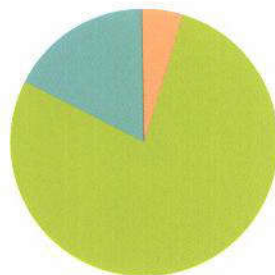
FISCAL YEAR 2014



Sources of Revenue*

59%	● Special Events	\$2,939,819
39%	● Contributions & Grants	\$1,955,209
2%	● Donated Goods & Services	\$110,041

*excludes \$597,789 Net Realized and Unrealized gains on investments



Expenditures

78%	● Programs	\$7,620,427
17%	● Fundraising	\$1,628,610
5%	● Administration	\$515,303

Summarized Financial Statements

STATEMENTS OF FINANCIAL POSITION

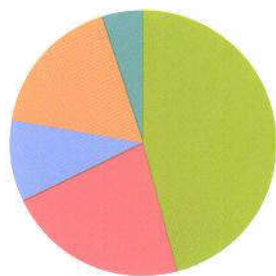
As of December 31, 2014, and 2013

ASSETS

	2014	2013
Cash and cash equivalents	\$ 4,989,096	\$ 8,897,514
Investments	9,231,828	9,094,522
Pledges receivable, net	1,427,115	3,990,755
Prepaid expenses	111,808	102,406
Property and equipment, net	180,233	198,672
Other assets	102,357	100,287
	\$16,042,437	\$22,384,156

LIABILITIES AND NET ASSETS

Accounts payable and accrued expenses	\$ 266,334	\$ 181,338
Grants payable	140,000	2,362,500
Deferred rent liability	155,843	143,576
Deferred contribution revenue	125,500	180,500
Total liabilities	687,677	2,867,914
Net assets:		
Unrestricted:		
Current	3,684,267	4,955,332
Board designated endowment	6,877,960	6,746,737
Total unrestricted	10,562,227	11,702,069
Temporarily restricted	2,992,938	6,014,578
Permanently restricted	1,799,595	1,799,595
Total net assets	15,354,760	19,516,242
	\$16,042,437	\$22,384,156



2014 Grantmaking

46%	Economic Security	\$2,435,000
22%	Anti-Violence & Safety	\$1,160,000
10%	Health, Sexual Rights & Reproductive Justice	\$545,000
17%	Capacity Building and Strategic Discretionary	\$898,600
5%	Hurricane Sandy Fund	\$250,000

Total Grants **\$5,288,600**

The financial statements for years ending December 31, 2014 and 2013 were audited by EisnerAmper LLP. The statements presented here are summarized from our audited statements. To obtain a copy of them, please call The New York Women's Foundation at 212.514.6993.

WITH APPRECIATION

We would like to thank our strategic allies who have partnered with The Foundation over the past year.

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