

**THE  
NEW YORK  
WOMEN'S  
FOUNDATION**



**2023** IMPACT REPORT

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Network members, Arab American Association of New York, community partner

## AREAS OF IMPACT

Achieving gender, racial, and economic justice by...

### Economic & Environmental Justice

 Economic Justice

 Climate Justice

### Health, Safety, & Healing

 Safety & Healing Equity

 Disability Justice

 Health & Reproductive Equity

### Civic Engagement & Leadership

 Criminal Justice

 Democracy & Leadership

 Immigration Justice

## MESSAGE FROM CEO AND PRESIDENT

# Dear Friends,

2023 was not an easy year. Humanity has experienced uniquely egregious and heart-breaking attacks on the lives of women and their families, both at home and abroad. And yet, I offer you an inverse reflection of hope because of the power of our community and what we have accomplished together.

**You are the justice solution.**

As we shared in our 2023 Impact Report, The Foundation continues to hit incredible new investment milestones because of YOU, our radically generous donors. **With investments in 200+ community partners, we granted \$10M+ in 2023, and 70% of our community partners reported on achieving policy, advocacy and/or legislative wins.** And because equity for all abilities is inseparable from any liberation movement, we officially established Disability Justice as an intentional grant-making area.

As a result of our unique participatory investing model, we have achieved exceptional justice wins. For instance, our investment in The New Majority NYC led to the first woman-majority NYC Council. Meanwhile, Justice Fund community partners' work led to significant parole reform legislation in the Less is More Act. PowHer NY's advocacy resulted in NY salary transparency legislation, a substantial win toward Gender Equity and Economic Liberation.

But the more equitable future we dream of will not materialize on its own. And the shared vision of 2023 within the recent History of Our Future strategic plan means we must increase our momentum of leading trust-based philanthropy by example NOW. We must renew our focus to elect more women and keep them in office. We must further ensure women, girls, and gender-expansive people live safe, dignified, and prosperous lives. We must dig deeper to end the violence and incarceration crisis against transgender women and girls of color. And more.

I am deeply grateful for 2023 because of YOU. Let us move forward, primed to reach new milestones in our victorious pursuit of justice — together.

In solidarity,



**Ana Oliveira**  
CEO & President of The New York Women's Foundation

# IMPACT IN NUMBERS

In The Foundation's 37-year history, we have invested over \$125 million to support over 500 community partners. In 2023...



## 300,000+

people benefitted



## \$9M+

leveraged in additional funding by community partners



## 70%

community partners reported policy, advocacy and/or legislative wins



## \$10M+

invested in over 200 community partners

# COMMUNITY PARTNER HIGHLIGHTS



Mercedes Narcisse and Shahana Hanif, The New Majority NYC, community partner



## Building Health Justice

**Girls for Gender Equity (GGE)** inaugurated their Healing Justice Department in 2023, utilizing healing justice as a political strategy to address intergenerational trauma and systemic oppression harming Black girls. Focusing on culture change, GGE operationalizes healing within their staff, volunteers, and community partners, recognizing its crucial role in achieving equity for girls and women of color, and emphasizing that the healing of those working for them is as vital as that of the young people they serve.



Network members, Paralegal Pathways Initiative, community partner



Network member, Drug Policy Alliance, community partner



## Supporting Parents

**Movement for Family Power** has recently authored and released a detailed report titled “A Drug Test is Not a Parenting Test.” The report advocates for an end to medical racism through comprehensive policy agendas, urging actions such as eliminating laws hindering pregnant individuals’ access to safe healthcare, repealing the Child Abuse Prevention and Treatment Act (CAPTA), discouraging unnecessary drug testing, and directing financial investments to communities. The collaboration with institutions like Reimagine Child Safety in California and the Maryland Public Defender’s Office signifies a broader national movement united in efforts to eradicate these harms.



## Building Food and Climate Sustainability

**Change Food for Good**, a Bronx-based organization dedicated to workforce development and ag-tech, underscores the pivotal importance of climate justice in their commitment to fostering food justice and sovereignty. Through their initiatives, they exemplify a dedication to addressing the environmental impacts of food systems, recognizing the urgency of creating sustainable practices for the well-being of both communities and the planet.



## Investing in Economic Justice

**The Street Vendor Project** successfully advocated for the return of vendors to Corona Plaza, resulting in the establishment of the first-of-its-kind “Community Vending Market” in New York City. Primarily led by immigrant women, the vendors formed the Corona Plaza Street Vendors Association (AVA) with support from the Street Vendor Project, becoming a vital local stakeholder and setting a historic model for replication citywide.



Sandy Ho, Borealis Philanthropy, community partner



Sarita Daftary, Freedom Agenda, community partner



## Expanding Definitions of Safety

**The Center for Survivor Agency and Justice**, building on their impactful report and testimonies to the City Council in 2022 highlighting the intersection of domestic violence and economic abuse, played a key role in the passage of The NYC Coerced Debt Bill in February. This legislative achievement broadens the City’s definition of domestic violence to encompass economic abuse, marking a significant step forward in addressing the multifaceted challenges survivors face.



## Advancing Black Maternal Health

**Ancient Song Doula Services'** Chanel L. Porchia-Albert engaged in a pivotal conversation with Vice-President Kamala Harris, emphasizing the significance of Black Maternal Health Week and community-based doulas. The dialogue aimed to acknowledge Ancient Song's contributions in prioritizing the reproductive health choices of Black women and birthing people. Additionally, the organization underscores that recognizing the foundational role of Black women in shaping modern reproductive rights is imperative for an inclusive, intersectional racial justice movement committed to clarity and consistency.



## Welcoming Immigrants

**The Center for Anti-Violence Education (CAE)** organized the intentional community forum "A New York for All" in response to the ongoing migrant crisis. Collaborating with fellow community partners, the Brooklyn Movement Center and the New York Immigration Coalition, the discussion addressed emergent needs facing newly arrived migrants and asylum seekers, bringing together funders and advocates. Panelists engaged in meaningful conversation alongside an empty chair, encouraging attendee participation in addressing crucial issues.



New Immigrant Community Empowerment (NICE)



New York City Council Member Lynn Schulman and network members, The New Majority NYC, community partner



Network member, Women's Foundation of Minnesota, community partner



## Healing Together

**Fireweed Collective**, working with a healing justice lens, provides mental health education and mutual aid, prioritizing the emotional wellness of marginalized individuals. The organization recently broadened its virtual offerings and is actively developing an apprenticeship program to impart healing practices and traditions to emerging organizers.



## Demanding Due Process

**Girl Vow, Inc.**, in collaboration with State Senator Lea Webb and Assembly Member Reyes, successfully advocated for the Governor's approval of legislation establishing the NYS Task Force on Missing and Murdered BIPOC Women and Girls. This task force aims to address disparities in care and concern for missing and murdered Black, Indigenous, and girls of color.

Find a full list of community partners at [nywf.org/community-partners](https://nywf.org/community-partners).

# LEVERAGING BIGGER RESULTS TOGETHER



Network members, Girls for Gender Equity, community partner

## Justice Fund

Operating at the intersection of community empowerment and systemic change, the Justice Fund is committed to reducing incarceration rates, advancing decriminalization efforts, and promoting economic empowerment, health, and safety for system-impacted individuals and communities. Through a multi-faceted approach, the Justice Fund fosters innovative pathways to safety, well-being, and economic opportunity.

Since 2018, the Fund has distributed over \$7 million to 39 organizations. In 2024, the Fund's focus will shift to supporting leaders and community-rooted organizations advocating for gender justice within the criminal justice sphere.

## Welcome NYC

In a demonstration of solidarity with asylum seekers, The Foundation joined the New York City Council and partners in a \$2.2 million collective commitment to support frontline efforts addressing the asylum seeker crisis. Pledging \$1 million to the Mayor's Fund for welcoming immigrants, this initiative underscored The Foundation's dedication to standing with our community in times of need.

## NYC Fund for Girls and Young Women of Color

Bringing together a diverse array of philanthropic partners, The NYC Fund for Girls and Young Women of Color is dedicated to advancing the rights and opportunities of those whose voices and aspirations have often been sidelined. As the first fund of its kind in the United States, this initiative envisions a New York City where every girl, gender-expansive youth, and young woman of color can thrive economically and socially. Entering Phase 2, The Fund has shifted its focus to addressing systemic issues affecting mental health and well-being.

The NYC Fund for Girls and Young Women of Color has granted over \$12 million to more than 60 community partner organizations.

## Young Women's Initiative

The first collaborative of its kind, the National Collaborative of Young Women's Initiatives works to address the core, structural issues that have kept too many of our nation's low-income young women—particularly young women of color—from reaching their full potential. Through this national initiative, we highlight issues of disparity, inspire action, ignite change, and engage cross-sector partners, both locally and nationally, in this critical work to ensure equity in outcomes for all young women across our country.

In 2023, the coalition continued to grow. Today it encompasses seventeen women's foundations, eleven of which are led by women of color. Together we aim to reshape the narrative and elevate the voices and opportunities of young women across the nation.



Network member, African American Policy Forum, community partner



Network members, Girls for Gender Equity, community partner

# THOUGHT LEADERSHIP

With a legacy spanning over three decades at the forefront of gender-justice philanthropy, The New York Women’s Foundation has cultivated a unique understanding of the dynamics driving progress in gender, racial, and economic justice. Through collaborative efforts with our community of changemakers, we foster a natural coalition, facilitating the exchange of resources and networks aimed at enhancing the health, safety, and economic prosperity of our city.

In 2023, The Foundation released the following reports:



## The State of Women and Girls With Disabilities in New York

This landscape analysis focuses on existing and emerging disability justice and inclusion efforts at the intersections of gender and racial justice across New York City and State.



## The Fund for Me Too and Building a Movement

This report examined the power of trust-based philanthropy by analyzing The Foundation’s role as an early investor in Tarana Burke’s me too International and other survivor-led organizations focused on creating spaces for healing and advocacy.



## 2023 Strategic Plan: History of Our Future

At a consequential time for women, girls and gender-expansive people, The New York Women’s Foundation, engaged in a participatory strategic planning process to collectively, and boldly, envision a new future. This resulted in our 10-year strategic plan that ideates a world where there is gender, racial and economic justice and equity.

# HOW WE WORK

Early investment sets the stage for community solutions to flourish. We engage on day one and take a chance on women-led initiatives before others do. We trust our community partners know the solutions for their communities best. By breaking down barriers and facilitating conversations at the deepest level, The Foundation develops a nimble approach to continued support and sustaining forward progress.

## Our Process



## GET TO KNOW OUR DONOR PARTNERS



Board Members Tiloma Jayasinghe, Beth Holly and Helene Banks

As a public community foundation, we are proud to fund the initiatives advancing gender, racial, and economic justice in our city and beyond. Our work is fueled by the unwavering generosity of individuals, families, foundations, and businesses. In our collective pursuit of a more equitable society, we stand shoulder to shoulder, recognizing that it is through shared effort that meaningful change is realized.

**We express our sincere gratitude to all of our donor partners who make this possible.**

Find a full list of donor, institutional, and corporate partners at [nywf.org/donor-partners-2023](https://nywf.org/donor-partners-2023).

## CELEBRATING TOGETHER



Speaker of the New York City Council, Adrienne E. Adams, at the Celebrating Women® Breakfast

*“The 2023 Celebrating Women® Breakfast brought together over 1,100 people in person and virtually to **celebrate** our progress toward gender, racial, and economic justice.”*

## Celebrating Women® Breakfast

**May 4, 2023**

The 2023 Celebrating Women® Breakfast brought together over 1,100 people in person and virtually to celebrate our progress toward gender, racial, and economic justice. We honored our incredible community partners as well as Huma Abedin, Lynn Nottage, Loretta J. Ross, and Women’s Community Justice Association. The event left us feeling inspired, moved, and energized to continue the fight toward an equitable and just future for all.



Ana Oliveira, Charlotte Castillo, Molly Gochman, Bisa Butler, Michelle Coffey, and Yvonne Moore, Radical Generosity Dinner



Honoree Yanki Tshering, Neighborhood Dinner



Ana María Archila, Helene Banks, Jean Shafiroff, Ana Oliveira, and Ada Orakwusi Varchola, Radical Generosity Dinner



Board member Gloria Pitagorsky and honoree Alethea Taylor, Neighborhood Dinner

## Radical Generosity Dinner

**October 4, 2023**

The Foundation's community came together to consider the inclusivity of justice and the opportunities to leverage our collective power at the 2023 Radical Generosity Dinner. We celebrated incredible honorees, amazing individual donors and strong engagement with new donors as we explored new opportunities. Our honorees Bisa Butler, Molly Gochman, and Lorelei Williams reminded us of the deep roots of solidarity, trust, and love grounding The Foundation's work.

## Neighborhood Dinner

**November 15, 2023**

The 29th Annual Neighborhood Dinner was in Queens this year. It was an inspiring evening for conversation, connections, and action, as we honored exceptional women whose courage and leadership have transformed their Queen's communities for women and families. We honored changemakers in social and economic justice: Dr. Alethea Taylor, Carina Kaufman-Gutierrez, Yanki Tshering, the Jack & Dorothy Kupferberg Family Foundation, and Irma Rodriguez.

# HISTORY OF OUR FUTURE REPORT



Yolanda F. Johnson, YFJ Consulting, community partner

At a consequential time for women, girls and gender-expansive people, The New York Women's Foundation engaged in a participatory strategic planning process to collectively, and boldly, envision a new future. This resulted in our 10-year strategic plan that ideates a world where there is gender, racial and economic justice and equity.

## We will...

- Expand **trust-based philanthropic** practices and commitment to transforming the role of philanthropy.
- Support leadership of **movement builders** and the growth of their solutions.
- Deepen **strategic partnerships** across movements and sectors.
- Support women's power and **influence decision makers** in government, philanthropy, academia, and the private sector.

# IN THE PRESS

The New York Women's Foundation continued to expand its influence and solidify its position as a thought leader in the field of philanthropy through the media. The Foundation was recognized in over 500+ pieces of media coverage, spanning both local and national outlets.

## THE CHRONICLE OF PHILANTHROPY



## Forbes



*"The moment we are in demands bold action. The grants announced today are essential to drive the impact and efficacy of our partners working tirelessly for reproductive justice, safety and healing to create long-term security for women, girls, and gender-expansive people. We are proud to **invest in people** who continue to shape our stories by providing community solutions that advance justice and equity for all.*

–**Ana Oliveira**, CEO and President,  
The New York Women's Foundation

# AWARDS & RECOGNITION

In 2023, The New York Women’s Foundation was recognized with honors that represent the dedication and collaborative spirit of our community. These awards not only underscore the impact of our work, but they also signify the commitment of individuals, organizations, and partners who have contributed to our mission. As we celebrate these honors, we do so with a deep sense of gratitude for the collective energy and passion invested in promoting equality and justice.



## High Transparency Ratings

The Foundation received high transparency ratings with Charity Navigator and Candid’s GuideStar, which emphasizes our commitment to accountability and integrity, ensuring our stakeholders trust in our operations and financial stewardship.



## “Smashing Silos” Impact Award

The National Committee for Responsive Philanthropy honored The Foundation with its “Smashing Silos” Impact Award for Intersectional Grantmaking.



## Top 100 List

CEO & President Ana Oliveira was included in City & State New York’s Top 100 List. This list, published annually, recognizes the most powerful political actors in the city, including elected officials, business leaders, advocates, non-profit executives, and others who are shaping the future of the five boroughs.

## Responsible 100 Awards List

Camille Emeagwali, Senior Vice President of Programs & Strategic Learning, was recognized in City & State’s Responsible 100 Awards List, which honors New Yorkers invested in improving our communities.

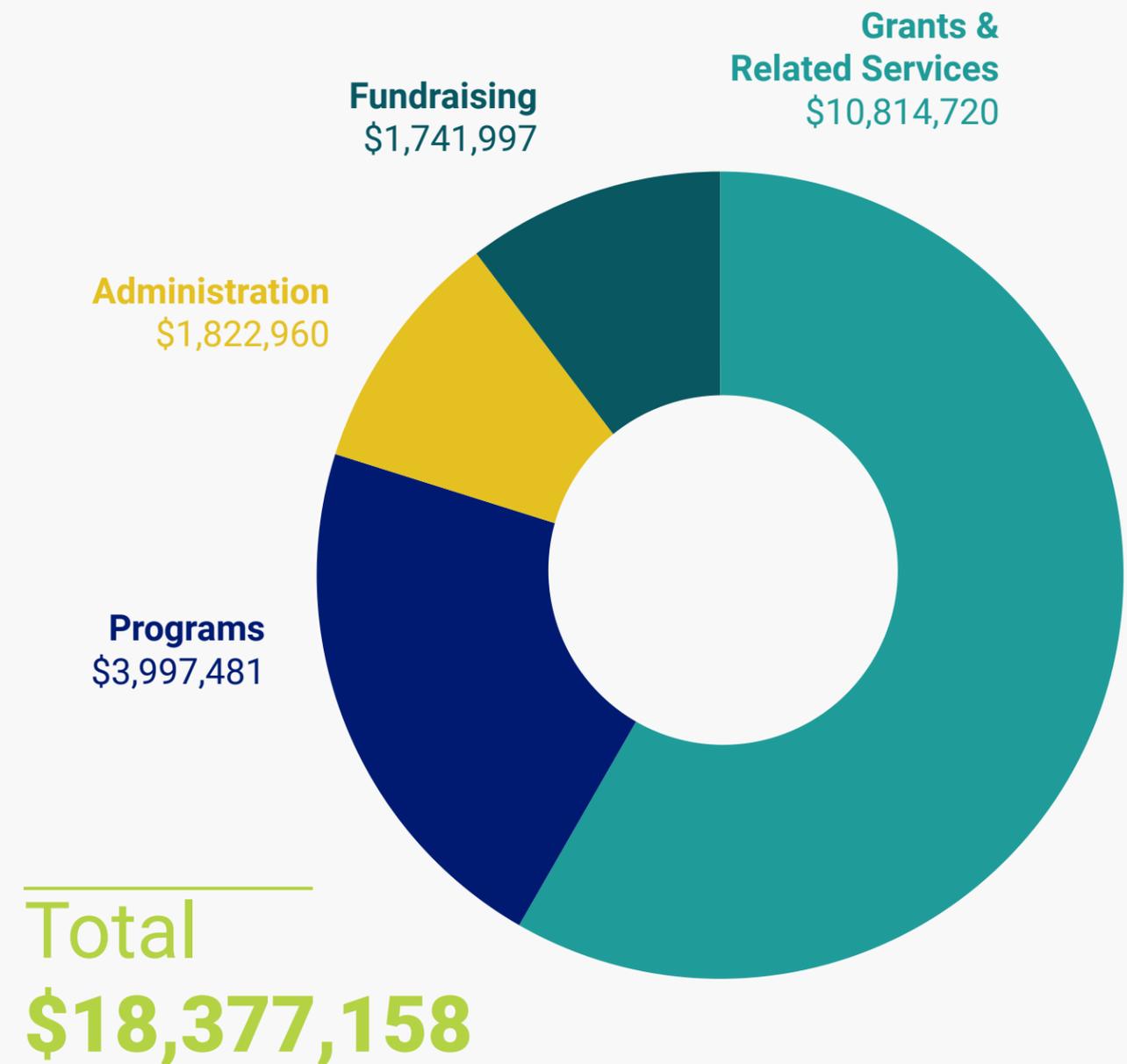


## 2023 Power Players List

The Foundation’s President & CEO Ana Oliveira was recognized by PoliticsNY and amNY as a Power Player in Diversity, Equity, and Inclusion, for her tireless effort to create a space for individuals from every walk of life to have their voices heard.

# 2023 FINANCES

## Expenses



# OUR COMMUNITY

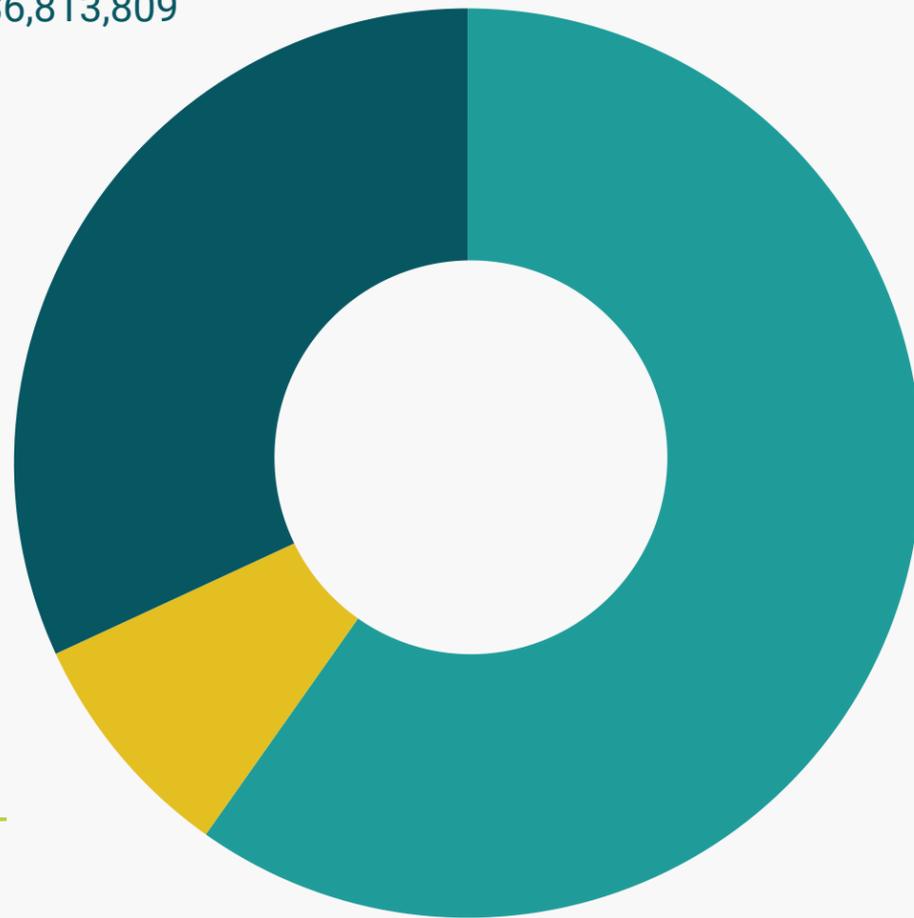
## Revenue

Release of Pre-Raised Funds Designated for 2023  
\$6,813,809

Contributions & Grants  
\$12,776,709

Special Events  
\$1,778,607

Total  
**\$21,369,125**



*These are pre-audited numbers and are subject to change.*



Current and past Board of Directors at the Celebrating Women® Breakfast

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Chair

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Chair

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For a list of our staff, visit [nywf.org/leadership](https://nywf.org/leadership).

Radical generosity.

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# Take Action

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

**Take action** – [nywf.org/get-involved](https://nywf.org/get-involved)

**Stay connected** – [nywf.org/subscribe](https://nywf.org/subscribe)

**Visit our store** – [nywf.org/shop](https://nywf.org/shop)