The New York Women’s Foundation had a successful year—complete with many “first-of-its-kind” initiatives and advancements, made possible by your generous support and the incredible work and dedication of our grantee partners. We are grateful to have you with us, standing with all the women of New York City—community leaders who work on the frontlines of poverty, violence, and racial and ethnic discrimination; women who tirelessly work to uplift themselves and their families; and women who donate to and volunteer at The Foundation. The change our work creates simply would not be possible without our cross-cultural alliance of women from every borough and background. Together, we create a better New York City for all.

In 2016, The New York Women’s Foundation distributed $7.61 million, a significant increase of $1.6 million over last year. The growth is a reflection of The Foundation’s strategic creation, housing, and management of The NYC Fund for Girls and Young Women of Color. This increase in grants aims to address a continuum of complex needs faced by women and families in underinvested communities, facing poverty and economic insecurity.

During the year, The Foundation achieved broader impact through our work and the work of 90 grantee partners across the five boroughs. Indeed, we expanded our visibility and influence, and most notably saw our local successes inspire national change: We partnered with the White House Council on Women and Girls to share our work on the Young Women’s Initiative of New York City and in doing so, we inspired 7 other women’s foundations across the nation to begin their own initiatives for young women. We co-founded Prosperity Together, a first-of-its-kind partnership with 27 public U.S. women’s foundations committing $100 million in funding over five years to create economic security for women and families across the nation, which in its first year distributed $29 million—46 percent higher than projected.

As we mark our 30th anniversary in 2017, the lives of underinvested women and families in New York City are more important and challenged than ever. We are here, as we have been for the past three decades, taking bold action to support justice and economic security for the women and families who need it most.

Thank you for your commitment and for putting your trust, resources, and hope in us. As we continue our mission to make a better New York City for all, we know we can count on your support.

Warm regards,

Ana L. Oliveira
President & CEO

Yvonne Quinn
Chair
Over the past three decades, our $58 million of grants have helped establish a network of more than 350 grantee partners—most of which continue to flourish. In collaboration with our grantee partners, we bolster the safety, health and economic security of women and families across the five boroughs.

We transform individual lives, strengthen families and communities, and create a better New York City for all.

**Fund.**
The New York Women’s Foundation funds women leaders building solutions in their communities.

**Invest.**
We invest in women’s leadership by providing training, coaching, and fostering connections with other leaders.

**Measure.**
We measure impact and invest in what works to create a more economically secure and just city.

**Spark.**
We spark partnerships with local and national institutions across sectors to address issues that are critical to women and families. And our local successes inspire national change.

**Gather.**
We gather, distill and disseminate analyses and insights into what New York City’s women and families need and are achieving.

**Engage.**
We engage supporters by training them in activism and philanthropy to build and sustain women’s progress.

**WHAT THE FOUNDATION DOES LIKE NO OTHER**

The Foundation distributed more grants than ever before: a total of $7.61 million with $6 million from The Foundation and $2.11 million via The NYC Fund for Girls and Young Women of Color. This investment propels us forward in removing barriers and creating opportunities for women, girls and families living at or below the poverty level in our city.

Our Supporters: The Foundation has brought together an alliance of women from all backgrounds and means since its founding in 1987. They have stood stronger together, pooling resources to achieve bigger, more lasting results. We ask all to come as they are and do what they can. We are proud to report that more women are standing together than ever for all of the women of New York City. In 2016, we increased our number of donors by 14 percent—our highest yet.

**Our Giving**

Philanthropy is more than an act of giving. It is a highly participatory and broadly influential engine for social change that shapes the world.

The year 2016 was one of expansion and engagement for The New York Women’s Foundation.
We also made targeted investments in communities and on issues to accelerate change.

Through our Partnership for Women’s Prosperity initiative, now in its fourth year, The New York Women’s Foundation invested in 10 organizations in Upper Manhattan and the South Bronx as part of a localized effort to expand access and overcome obstacles to middle-level and living wage jobs and other income generating opportunities faced by low-income women in these neighborhoods. Investments are focused on education, job training and placement, business development and entrepreneurship, asset building and financial literacy, and work supports.

The Foundation has also embarked on a partnership to advance the health, welfare, and economic potential of immigrant women and families working in racing and backstretch jobs at Belmont Park, Aqueduct Raceway, and the Saratoga Race Course. The Belmont Backstretch Workers Project is engaging three existing nonprofit organizations that serve this community: The Backstretch Employee Service Team, The Belmont Childcare Association, and the NY Racetrack Chaplaincy to expand their impact. Together, they provide a range of services including mental health, substance use and reproductive health care services, support groups, community social events, and early childhood education.

Our inclusive approach encompasses our participatory grantmaking approach, ensuring that communities we serve play a vital role in what we fund. Volunteers participating in The Foundation’s Grants Advisory Committee work in cross-cultural teams reviewing proposals, conducting site visits and making recommendations for funding. This unique approach allows us to leverage the talents of local women in finding and supporting effective programs, keeping grantmaking transparent and close to the community.

In 2016, our participatory grantmaking approach was expanded to include girls through our innovative Girls Ignite! Grantmaking initiative with our grantee partner, YWCA of the City of New York. The program empowers the next generation of philanthropists by providing fellowships to 15 teenage girls and gender-fluid youth of varying racial, ethnic and cultural backgrounds from across the city, to explore social justice issues, leadership, advocacy, peer group dynamics, community engagement, and financial decision making. This unique nine-month program affords participants the opportunity to work as a team to distribute The Foundation’s youth grant-making funds to local, youth-led nonprofit organizations or projects selected by the group.

Participatory Grantmaking: 35% increase in women volunteering

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<thead>
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<th>2015</th>
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Examples include:

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

- This year, President & CEO Ana Oliveira was named to the Independent Commission on New York City Criminal Justice and Incarceration Reform, which is exploring the possibility of closing Rikers Island amongst other issues.

- The Foundation and the Impact Center for Public Interest Law at New York Law School partnered with Sara Bennett, a former criminal defense attorney and photographer, on a month-long display of her photo portrait series of formerly incarcerated women, *Life After Life in Prison*. A panel was held on the experiences of women in the prison system with Ms. Bennett; Soffiyah Elijah, former Executive Director of Correctional Association of NY; Vivian Nixon, Executive Director of College and Community Fellowship; Keila P., pictured in *Life After Life in Prison*; and moderator Adele Bernhard, Adjunct Professor and Director of the New York Law School Post-Conviction Innocence Clinic.

**Progress**

We furthered our critically important work on criminal justice reform, because we know that over-criminalization of women is a major contributor to the economic insecurity and vulnerability of women.
Sharing Knowledge

In 2016, The Foundation offered bold leadership in exploring strategies, programs, and initiatives that work—bringing community, policy, and research experts together.

Publications

The Foundation released the third report from our Voices from the Field series, Blueprint for Investing in Girls Age 0-8, which makes key recommendations on how nonprofit, public sector, and philanthropic entities can better support NYC’s young girls, their mothers, and caretakers.

Among the report’s findings:

• Low-income mothers in NYC have highly-limited access to the basic guidance, support, respite and childcare resources needed to be effective nurturers and first teachers.

• Low-income women of color are overwhelmingly both the main/sole wage earners and the main/sole caregivers for their families.

• Low-wage working women overwhelmingly hold service and retail jobs characterized by minimal pay scales, erratic hours and total lack of flexibility.

• Workers staffing NYC’s subsidized childcare programs are predominantly women of color earning salaries that put them barely over the poverty line.

• Informal caregivers — often the only available to low-income mothers — have limited access to ongoing training, support, feedback and supervision that their work merits and requires.

Events

The Foundation held several public education events, covering topics from women’s incarceration to the role of women in building healthier communities.

Building Healthier Communities: Environment, Energy, and the Role of Women featured a robust discussion on the role of women in driving the adoption of renewable energy in communities, in partnership with the Civil Society Institute.

Blueprint for Investing in Girls Age 0-8 report release and panel discussion convened a group of experts to discuss the report.

In Focus: Election Outcomes & the Future for Women featured a conversation about the future for women guided by the possible outcomes for the 2016 U.S. Presidential Election, in partnership with Latham & Watkins Women Enriching Business.

Media Coverage

Local Action to National Influence

In an effort to accelerate change for women and girls on a larger scale, The Foundation sparked partnerships across sectors and saw its local successes inspire efforts across the country.

Young Women’s Initiative of New York City
The Young Women’s Initiative of New York City (YWI), which The Foundation co-chaired, completed its work and released recommendations in 2016. Founded by NYC City Council Speaker Melissa Mark-Viverito, YWI is the nation’s first-ever effort to create a long-term blueprint for investing in young women of color by creating policy and funding recommendations in support of their success. As a philanthropic partner, The Foundation took a leadership role in this partnership of visioning and creating the framework for improving the lives of young women and girls.

Prosperity Together
In 2016, The New York Women’s Foundation joined 27 public U.S. women’s foundations, along with the Women’s Funding Network, in announcing Prosperity Together (PT), a five-year, $100 million funding initiative to create opportunities and break down barriers to women’s economic security across the United States. In 2016, PT members collectively invested more than $29 million, exceeding the expected investment of $20 million for the first year. PT builds on the more than 30 years of expertise and leadership of U.S. women’s foundations to fund programs including job training, child care, and research that have proven effective nationwide.

The NYC Fund for Girls and Young Women of Color
The NYC Fund for Girls and Young Women of Color, co-founded and managed by and housed at The Foundation, is the first of its kind in the United States and is unique in its specific mission to transform the lives of young women of color—breaking generational cycles of poverty, abuse, and disinvestment. In 2016, The Fund distributed a total of $2.11 million to 28 nonprofit organizations throughout the five boroughs.

The Fund is an example of collaborative philanthropy where organizations pool resources to achieve more than what one foundation can do alone. Launched by The New York Women’s Foundation and NoVo Foundation in 2014, it was formed to increase philanthropic resources available to organizations that advance the leadership of New York’s girls and young women of color and address longstanding issues that inhibit opportunity and provoke inequity.

Partnership for Women’s Prosperity
The Foundation is a member of the Partnership for Women’s Prosperity (PWP), a national partnership with five other women’s funds working to strengthen opportunities for economic security for low-income women. Our funding through PWP is supporting our work in the Bronx and Upper Manhattan with resources aimed to meet the needs of low-income women with a unique and comprehensive package of supports that are necessary to create a stable life, which may include help with English language proficiency, access to vocational and higher education, rights as caregivers and overcoming histories of criminal justice involvement, substance abuse and intimate partner violence.
The New York Times. She graduated as valedictorian in her class at Preparatory Academy for Writers, was recently awarded a highly coveted scholarship from The New York Times College Application Program. Jada’s dedication to her craft recently earned her a highly coveted scholarship from The New York Times College Application Program, making it work.

Jada’s special bond was particularly helpful this past year when Jada’s life took a sudden turn: her mother, sister, and brother had to move into a housing shelter. Linda and Jada continue to meet once a week for their pair session, no matter the distance. “We meet all over,” Linda reports. “I’ve been to the Bronx to meet Jada. Sometimes we have dinner after a workshop and write. I’ve gone to her school when she has a free period, and we write then. We’re no longer limited by geography — we meet where we need to.”

Jada’s dedication to her craft recently earned her a highly coveted scholarship from The New York Times College Application Program. She graduated as valedictorian in her class at Preparatory Academy for Writers, was recently awarded a highly coveted scholarship from The New York Times College Application Program. Jada’s dedication to her craft recently earned her a highly coveted scholarship from The New York Times College Application Program. She graduated as valedictorian in her class at Preparatory Academy for Writers, was recently awarded a highly coveted scholarship from The New York Times College Application Program.
Health, Sexual Rights, and Reproductive Justice

The New York Women's Foundation supports programs that help women, girls, and gender-fluid individuals take control of their health and sexual rights, and to obtain quality healthcare, including the full range of reproductive services.

Meet Shatia, Fellow, National Latina Institute for Reproductive Health (NLIRH)

This past May I officially joined NLIRH as the New York Latina Advocacy Network (NY LAN) fellow. I initially became involved with NLIRH in September 2012 when I joined their Young Parent’s cohort. At that time, I was approximately seven months pregnant and in the process of learning about my rights and how to advocate for myself.

Since that time, I have become a fierce advocate for the rights of other young parents. Through my work with the NY LAN and NLIRH, I have had the opportunity to share my personal story with the New York City Council and with congressional staff in Washington, DC, as a spokesperson for NLIRH’s Young Parents’ Dignity Agenda. Last fall, I was invited to join the Young Women’s Advisory Council for the Young Women’s Initiative, which was started by Council Speaker Melissa Mark-Viverito. The Young Women’s Initiative is the first initiative in the nation to specifically target and address systemic disparities that young women face. In this role, I serve as a youth expert for the Young Women’s Initiative’s Community Support and Opportunity Workgroup, which addresses the needs of young women and girls living in poverty, including those in the foster care system.

National Latina Institute for Reproductive Health (NLIRH) builds Latina power to guarantee the fundamental human right to reproductive health, dignity, and justice. We elevate Latina leaders, mobilize our families and communities, transform the cultural narrative, and catalyze policy change.

Capacity Building

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

Meet Beverly Tillery, Executive Director, Anti-Violence Project (AVP)

The New York Women’s Foundation was the first philanthropic institution to provide AVP with significant, sustained funding support. The Foundation has been particularly helpful in supporting the development of new and appropriate leadership for AVP.

The Foundation enrolled me in a training program for emerging women leaders of color that was nothing less than life-saving. It equipped me to think strategically about the challenges that I was encountering as AVP’s first black female executive director. It provided me with an invaluable support network of fierce fellow women leaders and it clarified the need to focus on self-care as we negotiate the isolation and stresses of simultaneously juggling service, advocacy, and management tasks while also defending our positions as women of color.

The Foundation’s grants have helped us to proactively reach out to young trans individuals and LGBTQ women of color; helped us to educate our own board and staff about the particular situations and potential of those populations; and helped us raise consciousness within the organizations with which we regularly collaborate. Perhaps most importantly, their support has allowed us to begin nurturing a robust cohort of young leaders within those two populations—to tap the authentic talents and perspectives that AVP so vitally needs for its ongoing progress.

The connections between leadership development and systemic change are inseparable. You can’t change deeply imbedded societal views and structures without supporting the individual leaders best positioned to bring about those changes. You can’t separate structural progress from individual and institutional progress. And no one understands those interrelationships better than The New York Women’s Foundation.

Anti-Violence Project works to address and end all forms of violence through organizing and education and supports survivors through counseling and advocacy. Beverly is an experienced thought leader, advocate, and national organizer with nearly three decades of experience working in social justice movements.

Our Grantmaking

2016 Capacity Building Initiative

As an early funder of emerging, women-led, community-based nonprofits, The Foundation 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 2016, The Foundation provided a total of $260,000 in capacity-building support that leveraged the expertise of a variety of technical assistance supports in New York City. 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. Grantee partners were also provided access to a variety of workshops and trainings through The Foundation’s continued partnership with the New York City Capacity Building Funder’s Collaborative.

2016 Capacity Building Grants

The Foundation awarded a total of $139,000 in capacity-building grants to 26 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. Please visit our grantee partner directory to learn more.
2016 Capacity Building Partnerships
The Foundation provides capacity building support to grantees through strategic partnerships with nonprofit consulting firms. Through these partnerships, 33 of The Foundation’s grantee partners participated in structured peer learning opportunities, combined with one-on-one consultations, to increase their programmatic capacities in leadership and organizational development, strategic planning, and fundraising.

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

- **The Kripalu Institute for Extraordinary Living**
  - Provided grantee partners the opportunity to participate in a weeklong immersion program to unlock their innate capacity for stress resilience and optimal performance through mindfulness tools and practices.

- **The Citizens Committee for New York City**
  - Provided micro-grants, project planning assistance, and resources to projects that are helping women address the unique needs they face in New York City’s low-income neighborhoods.

2016 New York 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. 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. The Foundation’s aim is to provide grantee partners with the resources to improve service delivery and advocacy to low-income women and girls in New York City.

In 2016, The Foundation partnered with the New York City Capacity Building Funder’s Collaborative to offer grantees the following workshops and trainings:

- **Leadership Transition**
  - City Hall Advocacy
  - Grassroots Fundraising
  - Storytelling
  - Effective Community Organizing
  - Organizational Development
  - Strategic Planning
  - Fundraising

- **Financial Management**
  - Financial Management

- **Direct Action Campaigning**
  - Direct Action Campaigning

- **Women of Color & Gender Nonconforming Leaders Empowerment Series**

2016 Strategic Discretionary Grants
The New York Women’s Foundation understands that there are emerging issues or immediate needs that fall outside the scope, size, or timing of The Foundation’s fall and spring guidelines that are in accordance with our mission. Our Strategic Discretionary grants allow The Foundation to support these efforts.

In 2016, The Foundation awarded $478,400, including the following organizations:

- **ACTM**
  - For enhanced community engagement activities

- **African Women’s Development Fund**
  - For enhanced community engagement activities

- **AICH**
  - For support of Native American youth organizing efforts in New York City

- **Asian American Impact Fund**
  - For support to small and emerging organizations working with underinvested Asian-American and Pacific Islanders in NYC

- **Association of Fundraising Professionals**
  - For the Real Time Grantmaking Education Session at Fundraising Day New York

- **Civic Nation**
  - For support of the Black Girl Movement Conference

- **Cornell University Workers Institute**
  - For the annual Women as the Face of AIDS Summit

- **The National Crittenton Foundation**
  - For the Girls @ the Margin National Summit

- **CREA**
  - For research efforts on the domestic worker industry

- **The National Criterton Foundation**
  - For their executive leadership transition

- **JFREJ**
  - For work leadership training, community dialogues, and voter education efforts for women and LGBTQ communities in NYC

- **JustLeadership**
  - For enhanced community engagement activities

- **JustLeadership**
  - For their Fellowship for Emerging Leaders in Public Service program
Latino Leadership Institute
To support civic engagement and leadership development opportunities for women in NYC

League of Professional Theater Women
For support of their strategic planning process

Mayor’s Fund to Advance New York City
For 2016 Women in Politics forum

National Conference on Puerto Rican Women
For enhanced community engagement activities

New Leaders Council
For outreach, engagement, and training opportunities for women and LGBTQ communities in NYC

New Sanctuary Coalition
For a speakers bureau training efforts for undocumented immigrant women in NYC

New Yorkers for Children
For the 2016 Girls Matter! Forum

NY Archival Society
For the Women’s Suffrage Centennial

Osborne Association
For research efforts on needs of women at Rose M. Singer Center of Rikers Island

PACE Center
For the 2017 All About Girls Summit

Participatory Budgeting Project
For enhanced community engagement activities

Protect our Defenders
For efforts to convene coalition of female veterans of color who have survived military sexual assault and harassment

QDEP
For enhanced community engagement activities

SCO Family of Services
For enhanced community engagement activities

SPARKS/Footsteps
For work to provide mothers and families suffering from Postpartum Depression and other perinatal disorders

The New School
For support for emerging women of color writers

The Williams Institute
For the LGBTQ Poverty Collaborative’s work in New York City

Thurgood Marshall Lower School Academy
For enhanced community engagement activities

Transgender Legal Defense and Education Fund
For enhanced community engagement activities

Vote Run Lead
For the 2016 Dare to Lead New York event

Washington Area Women's Fund
For support of nationwide Prosperity Together initiative

Washington Area Women's Fund
For support of expansion efforts of the Young Women’s Initiative nationally

Women for Afghan Women
For enhanced community engagement activities

Women's City Club
For enhanced community engagement activities

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 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.

The Foundation’s 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.

The Foundation 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 The Foundation 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, and women on public assistance. PWP is supported by the Walmart Foundation.

Partnership for Women’s Prosperity:
- Business Outreach Center Network, Inc.
- College and Community Fellowship
- Sanctuary for Families
- Strive International, Inc.
- Union Settlement Association
- Violence Intervention Program
- Women’s Housing and Economic Development Corporation

The Catalyst Fund at Groundswell Fund
In 2015, The Foundation 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:

Catalyst Fund:
- Black Women’s Blueprint
- National Latina Institute for Reproductive Health
- Correctional Association of New York
Donor Lists and Financials

We are so grateful for the support and partnership of our donors. Your generosity makes it possible for us to create better lives for women and families in our city.

Donor List

$100,000+
- Agnes Gund
- InMoat Foundation
- The Lucretia Philanthropic Fund, Inc.
- Smart Family Foundation, Inc.
- Sullivan & Cromwell LLP

$25,000–$49,999
- Anonymous [1]
- Brooklyn Community Foundation
- The Capital Group Companies, Inc.
- Susan C. Coté
- Depository Trust & Clearing Corporation
- Abigail E. Disney
- Barbara and Eric Dobkin
- Goldman Sachs & Co.
- Cathy and Walter Isaacson
- Jack & Dorothy Kupferberg Family Foundation
- Dorothy Lichtenstein
- Morgan Stanley
- Morgan Stanley Foundation
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- PricewaterhouseCoopers LLP
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- Jean and Martin Shafiroff
- Joan and Donald Sherman Stifel
- The Janet Prindle Seidler Foundation
- U.S. Trust Company of New York
- Barbara Manfrey Warburg
- Women’s Bond Club of New York

$10,000–$24,999
- Anonymous [2]
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- Susan R. Cullman
- Janet M. Riccio
- Latham & Watkins LLP
- Tracey Schusterman
- Margaret A. Morrison
- FactSet Research Systems, Inc.

Bezos Family Foundation
- The Cricket Island Foundation
- Mildred Anna Williams Fund
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- The Sister Fund
- Barbara Brizi Wyne
- KPMG LLP
- The Janet Prindle Seidler Foundation
- U.S. Trust Company of New York
- Barbara Manfrey Warburg
- Women’s Bond Club of New York

EmblemHealth
- Lisina M. Hoch
- Hudson’s Bay Company
- Hughes Hubbard & Reed LLP
- InWNT Productions
- Ann F. Kaplan
- Marion S. Kaplan
- Lieff Cabraser Heimann & Bernstein, LLP
- Limestone Foundation
- Morrisen & Foerster LLP
- Ms. Foundation for Women
- Theresa Nedianlman
- Yoko Ono
- Larry and Nancy Panter Family Foundation, Inc.
- Katheryn Pattersen Kempner
- Mary Dillon Reynolds
- Shearman & Sterling LLP
- Time Warner Inc.
- Aen Tisch
- WeiserMazars LLP
- Marissa C. Wesely
- Beyond Mom

$5,000–$9,999
- Anonymous [2]
- Akin Gump Strauss Hauer & Feld LLP
- Kyra T. Barry
- Helen Benham
- Bloomberg L.P.
- Andrea R. Bozzo
- Jessica Brackman
- Brandt & Hochman Literary Agents, Inc.
- Laura E. Butzel
- Capaline+Company
- Community Foundation for Southeastern Michigan
- Lorraine Cortés-Vázquez
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Jacqueline Frommer
Susan Tracy Fuwiler
Barbara R. Gai
Marjlyn Gelber
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Dena Getachew
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Ellen Geldberg
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Richard Golinko
Gail Gordon
Lina M. Granada
Lisa Green
Marjlyn Greenberg
Ivette Greenblatt
Erin Greenfield
Nina Griscim
Douglas Grover
Barbara Grufferman
Nancy Guida
Catherine Guidara
Shannon J. Hales
Tamara Hall
Valerie T. Hamilton
Anetha King
Hallan Hanson
Daryl Hartshorne
Mary Haviland
Karen Heidelberg
Carol Heller
Orit Herschkowitz
Geraldine Hessler
Trine Hindklev
Lynn Hirschberg
Marina Hogan
Deborah Seid Hewes
Linda Bane Hewes
Alexander Hu
Ruomei Hu
Robyn Brady Ince
Monica Issar
Jacob A. Rils Neighborhood Settlement
Barbara Jaffe
Ann J. Jawin
Patrice Jean
Carol Jenkins
Mary Janine Jingo
Ken Jockers
Heidi Jones
Robyn Jones
Nancy Joyce
Jill Kafka
Jacqueline A. Kake
Jessica Kaufman
Roma Kaundal
Gail Keglis
Maureen P. Kiel
KENZA International Beauty LLC
Joanne Kesten
Alison King
Sun Chong Kim
Jamie Parks
Kyunghee Park
Gloria Park
Louise M. Parent
Patricia Pagoaga
Christina W. O'Rourke
Stacia Murphy
Sondra Murphy
Heather J. Myers
Jody Mynum
Elizabeth Nash
Irene News
New York City Mission Society
New York Council for the Humanities
New York Hall of Science
New York Paid Leave Coalition
Doreena Newton
Hien Nguyen
Terrann Nehilly
Adaeze Nwachuku
Jody Oberfelder
Jen D’Connell
Omnicore Group Inc.
Carol Oreskovic
Catharine W. O’Rourke
Christina Padgett
Patricia Pagoga
Louise M. Parent
Gloria Park
Kyunghee Park
Jamie Parks
Jane W. Panver
Reena Patel
Rebecca Pearce
Mary Penner-Lovti
Patricia Pericas
Elyson Perkins
Robert Pesce, Jr.
Gloria C. Phares
Isabelle Pierre-Emile
THE NEW YORK WOMEN’S FOUNDATION I ANNUAL REPORT 2016
THE NEW YORK WOMEN’S FOUNDATION I ANNUAL REPORT 2016
Rosa A. Testani
Stacy Stark
Carolyn Taylor
Paula Tavsanli
Lauren Tarshis
Debra Tanger
Susan Taing
Dorothy Szorc
Isabel Swift
Tayah Swedlund
Vera Sung
Caroline Sullivan
Carmen S. Suardy
Paul Stroud
Sarah Street
Mary Ann Strandell
Elizabeth M. Stock
Patricia Carry Stewart
Carine Williams

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THE NEW YORK WOMEN’S FOUNDATION I ANNUAL REPORT 2016

33
Natalie Runyon
Myrna Ruskin
Caroline Rutherford
Steven Sadenberg
Esther Saidi
Sheliz Salcedo
Sara Saltzman
Milagros Santiago-Liebmann
Natalie Scavone
Allison B. Schiffman
Ruth Schlesinger
Lucy Schmedler
Francine Schone
Morgan Schroeder
Regina Severs
Philip Sharkey
Tish Sherwood
Sennia Shields
Meredith Shifman
Patrick Shilling
Natalie Shutler
Sylvia Stefanile
Sylvia Stefanile
Tiffany Stephens
Sarah Weisberg
Katharine Stillman
Janne Y. Stuhler
Andrea Sullivan
Sarah E. Sulky
Claire Suna
Samantha Siegel
Silvia Silva
Lauren Texieira
Leslie Taylor
Nathalie Tejada
Leslie Wood
Helen A. Thurston
Tracey Wood Mendelsohn
Tupacamaru Tiwoni
Marilyn Smith Wragg
Shahari Torres
David Travin
Rahama Wright
Felicia Webb
Emily Weinig
Sarah Weisberg
Pam Weisz
Julianne Werwaiss
Lucy West
Dori White
Robin Wiley
Andrea B. Williams
Eric Williams
Christina Wilis
Leslie Wong
Meredith Wolff Herd
Holly Wolhandler
Natalie Wood
Tremaine Wright
Marilyn Smith Wragg
Rahama Wright
Tremaine Wright
Claire Suna
Samantha Siegel
Silvia Silva
Alethea Simon
Norma Simon
Anjana Sivakumar
Kyra D. Slater
Lauren L. Smiley
Annette K. Smith
Jeremy Smith
Narina Smith
Rebecca L. Smith
Roxanne Smith
Shonda N. Smith
Hannah Snead
Lizzi Sofge
Stephanie Solomon
Jha Sonakshi
Ksenia Sourina
Tracey Rollins Spann
Megan Spelman

Summarized Financial Statements

Statements of Activities
Year Ended December 31, 2016 with Comparative Totals for 2015

<table>
<thead>
<tr>
<th></th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td>Support and revenue</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Contributions &amp; grants</td>
<td>$1,190,715</td>
<td>$2,291,087</td>
</tr>
<tr>
<td>Special events</td>
<td>$2,242,890</td>
<td>173,200</td>
</tr>
<tr>
<td>Donated goods &amp; services</td>
<td>134,709</td>
<td>0</td>
</tr>
<tr>
<td>Investment (losses) gains, net</td>
<td>408,814</td>
<td>170,173</td>
</tr>
<tr>
<td>Other income</td>
<td>38,296</td>
<td>0</td>
</tr>
<tr>
<td>Total support and revenue</td>
<td>$12,124,817</td>
<td>-$5,474,933</td>
</tr>
<tr>
<td>Expenses:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Grants, research, public education &amp; leadership development</td>
<td>$10,549,874</td>
<td>-</td>
</tr>
<tr>
<td>Administration</td>
<td>740,860</td>
<td>0</td>
</tr>
<tr>
<td>Fundraising</td>
<td>1,982,466</td>
<td>0</td>
</tr>
<tr>
<td>Total expenses</td>
<td>$13,273,200</td>
<td>-</td>
</tr>
<tr>
<td>Change in net assets</td>
<td>-1,148,383</td>
<td>-5,474,933</td>
</tr>
<tr>
<td>Net assets - January 1</td>
<td>9,880,898</td>
<td>11,573,995</td>
</tr>
<tr>
<td>Net assets - December 31</td>
<td>$8,732,515</td>
<td>$6,099,062</td>
</tr>
</tbody>
</table>
### Statements of Financial Position

**As of December 31, 2016, and 2015**

<table>
<thead>
<tr>
<th>Description</th>
<th>2016</th>
<th>2015</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$5,434,453</td>
<td>$4,441,052</td>
</tr>
<tr>
<td>Investments</td>
<td>8,180,061</td>
<td>8,135,651</td>
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<tr>
<td>Pledges receivable, net</td>
<td>3,724,860</td>
<td>9,034,350</td>
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<tr>
<td>Prepaid expenses</td>
<td>105,248</td>
<td>92,445</td>
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<tr>
<td>Property and equipment, net</td>
<td>100,179</td>
<td>148,795</td>
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<tr>
<td>Other assets</td>
<td>127,728</td>
<td>102,532</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$17,672,529</td>
<td>$23,954,825</td>
</tr>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$351,039</td>
<td>$272,657</td>
</tr>
<tr>
<td>Grants payable</td>
<td>476,800</td>
<td>139,950</td>
</tr>
<tr>
<td>Deferred rent liability</td>
<td>158,018</td>
<td>160,730</td>
</tr>
<tr>
<td>Funds received in advance</td>
<td>55,500</td>
<td>127,000</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td>1,041,357</td>
<td>700,337</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current</td>
<td>2,571,412</td>
<td>3,808,594</td>
</tr>
<tr>
<td>Board designated endowment</td>
<td>6,161,103</td>
<td>6,072,304</td>
</tr>
<tr>
<td><strong>Total Unrestricted</strong></td>
<td>8,732,515</td>
<td>9,880,898</td>
</tr>
<tr>
<td>Temporarily restricted</td>
<td>6,099,062</td>
<td>11,573,995</td>
</tr>
<tr>
<td>Permanently restricted</td>
<td>1,799,595</td>
<td>1,799,595</td>
</tr>
<tr>
<td><strong>Total Net Assets</strong></td>
<td>16,631,172</td>
<td>23,254,488</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>$13,273,200</td>
<td>$10,569,874</td>
</tr>
</tbody>
</table>

| **Expenditures**                                 | 79.5%      | 79.5%      |
| Programs                                         | $10,569,874| $7,982,464 |
| Fundraising                                      | $1,982,464 | $1,580,860 |
| Admin                                            | $740,860   | $578,987   |
| **Total Expenditures**                           | $13,273,200| $13,790,000|

| **Revenues**                                     | 6,649,884  | 6,649,884  |
| Contribution & Grants                            | $3,481,802 | $2,616,090 |
| Special Events                                   | $2,416,090 | $1,347,709 |
| Other Income                                     | $134,709   | $134,709   |
| **Total Revenue**                                | $6,649,884 | $6,649,884 |

| **Grantmaking**                                  | 45%        | 45%        |
| Economic Security                                | $3,440,550 | $3,440,550 |
| Anti-Violence and Safety                         | $1,408,400 | $1,408,400 |
| Health, Sexual Rights and Reproductive Justice   | $384,450   | $384,450   |
| Capacity Building and Strategic Discretionary    | $264,000   | $264,000   |
| The New York City Fund for Girls and Young Women of Color | $2,110,000 | $2,110,000 |
| **Total Grantmaking**                            | $7,610,000 | $7,610,000 |
### Staff

- Jennifer Agmi
  - Director, Programs
- Grace Asenjo
  - Officer, Programs
- Gael Black
  - Manager, Public Affairs
- Jasmin Braithwaite
  - Manager, Development Operations
- Sadie Casamenti
  - Officer, Programs
- Camille E. Emeagwali
  - Director, Programs
- John C. Emmert, Jr.
  - Chief Financial Officer
- Patricia Eng
  - Vice President, Strategic Partnerships
- Michele J. Famularo
  - Assistant Director, Events
- Lynn Fitzgerald-Tahsir
  - Vice President, Programs
- Lorraine Stephens
  - Vice President, Programs & Strategic Learning
- Susan Treglia
  - Office & IT Manager
- Constance Jackson-Joshua
  - Executive Assistant to the President & CEO
- Kate Landon
  - Director, Programs
- Debra S. Miller
  - Director, Administration
- Maria Najem
  - Manager, Special Events & Community Engagement
- Ana L. Oliveira
  - President & CEO
- Vivienne Peng
  - Manager, Marketing & Digital Media
- Neha Raval
  - Senior Officer, Programs
- Meredith Slopen
  - Manager, Evaluations & Strategic Learning
- Kristin Gardner
  - Manager, Special Events & Community Engagement
- Madeline Lamour Holder
  - Director, Individual Giving
- Ruomei Hu
  - Accountant
- Staci McEntire
  - Director, Strategic Learning
- Miguel Garcia
  - Assistant Director, Programs
- Lya M. Landsberg
  - Manager, Public Affairs
- Staci H. Stillman
  - Manager, Communications

### Grantee Partners

**A CALL TO MEN**
- A Better Balance
- African Communities Together
- African Refuge
- The Alex House Project, Inc.
- Ancient Song Doula Services
- Arab America Association of New York
- Arab American Family Support Center
- Atlas: DIY
- The Audre Lorde Project
- Backstretch Employee Service Team of New York
- Belmont Childcare Association
- Black Alliance for Just Immigration
- Black Women’s Blueprint

**BOCNet**
- BDOM Health
- Brandworkers
- Brotherhood/Sister Sol
- Business Center for New Americans
- CAAV: Organizing Asian Communities
- Caida Maria Center for Arts & Education
- Center for Anti-Violence Education
- Center for Court Innovation
- Center for Family Life/SCD Family Services
- Center for Frontline Retail
- Chhaya Community Development Corporation
- City Bar Justice Center/Association of the Bar of the City of New York
- College and Community Fellowship
- Community Connections for Youth, Inc.
- Community Health Action of Staten Island
- CONNECT, Inc.
- Cooperative Economics Alliance of New York City
- Correctional Association of New York
- Covenant House
- Day One New York
- The Debt Collective
- The Door – A Center for Alternatives
- DRUM – Desis Rising Up & Moving
- Faith in New York
- FIERCE
- Footsteps
- Girl Be Heard
- Girls Educational and Mentoring Services
- Girls for Gender Equity
- Girls Write Now
- Grace Outreach
- GRIOT Circle
- Hetrick Martin Institute
- Hollaback!
- Hot Bread Kitchen
- Hudson Link for Higher Education in Prison
- Justice Committee
- Latinos in the Verge of Excellence – L.O.V.E. Mentoring
- LatinaJustice PRLDEF
- Lily Awards
- LiveOn NY
- Make the Road New York
- Mekong NYC
- Minnow Center for Community Action
- Mixteca Organization
- Movement for Justice in El Barrio
- National Asian Pacific American Women’s Forum
- National Latina Institute for Reproductive Health
- Neighbors Helping Neighbors Inc.
- Neighbors Together
- New York City Anti-Violence Project
- New Economy Project
- New York Paid Leave Coalition
- New York State Tenants & Neighbors Information Service
- NICE (New immigrant Community Empowerment)
- P.A. T.A.N.T.E. Harlem
- Participatory Budgeting Project
- Per Scholas
- PowHer New York
- Pride Center of Staten Island
- Queer Data/Ine Empowerment Project
- Racetrack Chaplaincy of America – NY Division
- Red Umbrella Project
- Resilience Advocacy Project
- Rise Magazine
- Sadie Nash Leadership Project
- Sanctuary for Families
- Sexual Health Innovations
- Soledad O’Brien and Brad Raymond Foundation
- S.O.U.L. Sisters Leadership Collective
- South Asian Youth Action
- Start Small. Think Big.
- STRIVE
- East Harlem Employment Services
- Sylvia Rivera Law Project
- Turning Point for Women and Families
- Union Settlement
- United Community Centers
- United Women Firefighters
- Violence Intervention Program
- VOCAL- NY (Voices of Community Activists and Leaders)
- Welfare Rights Initiative
- WHEDco
- YWCA/The Young Women’s Christian Association of the City of New York

* Indicates grantee partners supported by The NYC Fund for Girls and Young Women of Color.

** Indicates grantee partners supported by The Hilberg Fund.

† Indicates grantee partners supported by The Foundation and The NYC Fund for Girls and Young Women of Color.