

ms. foundation

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The Ms. Foundation for Women,
a national, multi-issue, public
women's fund, supports the
efforts of women and girls to govern
their own lives and influence
the world around them. We fund
and assist women's self-help

mission statement

organizing efforts, and pursue
changes in public consciousness,
law, philanthropy, and social
policy. The foundation directs
resources to break down barriers
based on race, class, age, disability,
sexual orientation, and culture.



Imagine a world in which millions of women are recognized and respected leaders in their communities, at the national level, and on a global scale. In this world, women and men share equally in the responsibilities and opportunities of work, family, and community. Women and girls are free to walk safely—free from rape, sexual harassment, and battering. It is a world in which women start their own businesses with access to credit and training, and all workers earn a living wage.

The Ms. Foundation works everyday to turn this vision into reality by supporting women whose passion and leadership are changing our lives, our communities, and our world. Since the 1970s, we have funded the infrastructure of women working at the grassroots level, closest to the communities we want to transform.

letter from the chair

We have always stood with local women leaders, listening to their needs, supporting their innovative solutions, and bringing their critical, emerging issues and voices to the attention of society and philanthropy. We were the first to provide them the resources with which to build the domestic microenterprise movement, and have leveraged millions of new dollars in this field. We were the first to insist that reproductive rights extend to all women, focusing resources on the needs of women of color, and to anticipate the movement of this issue from national to state arenas. And when research on girls highlighted their strength before adolescence, we launched Take Our Daughters to Work® Day—the most successful public education campaign in the country—to focus parents and other caring adults on girls' desires and dreams.

These accomplishments are impressive, but to reach our vision we must have an even higher level of resources and flexibility. To this end, we are laying the groundwork for a more powerful institution, a foundation worthy of American women and the families and communities in which they live. We invite you, our friends, to join us at this crucial moment in history as we build the Ms. Foundation for Women's capacity to fund the innovative, crucial ideas of the women and girls we serve.

I would also like to thank Marie C. Wilson, president, who continues to take the Ms. Foundation into the future with new possibilities, and the staff who dedicate themselves to making the dreams of women and girls possible. My special congratulations to Sara Gould, our newly appointed executive director. In recent years, Sara has assumed an increasingly important role in the growth and development of the Ms. Foundation for Women, which is reflected in this new appointment. I am pleased as well to welcome our new vice president for development and communications, Dagmar Kohring, who brings a deep and broad development experience to the foundation. And certainly, no letter would be complete without an acknowledgement of our committed board, and especially our newest board members, all longtime supporters of the foundation: Lindsay Shea, Andrea Stern, and Rob McKay. I am proud to work with so many talented women and men as the Ms. Foundation moves boldly forward.

A handwritten signature in cursive script that reads "Wendy D. Puriefoy".

Wendy D. Puriefoy
chair

In Chicago, a middle-aged woman is sharing the stories of her past, transforming her experiences into an empowering reproductive health movement for African American women. In West Virginia, a woman in her twenties returns to her childhood community to give teen girls hope and confidence, helping them carve out a space they can claim as their own. In the Bronx, the director of an economic development organization fulfills her dream of bringing life and beauty back to the neighborhood she works in, along with renewed pride and economic vitality.

These are just a few of the women, profiled in this report, whose vision we have helped transform into reality. They are the heart and soul of the Ms. Foundation for Women, the inspiration behind all that we do. Over the years, we have pushed the boundaries of what a foundation does to ensure that they can maintain control over their reproductive health, live free from the threat of violence, create businesses, work in jobs that pay livable wages, and raise daughters and sons who can participate fully in a democratic society.

Once again, we stand at the threshold of change. Throughout our history, we have been highly responsive, quick-moving, adept at finding new approaches and innovations, and skilled at reaching diverse leaders in urban and rural communities who work with few financial resources but an abundance of wisdom and courage. In today's complex social, political, economic, scientific and technological landscape, we must again rise to the challenge of the ever-shifting demands of society, facilitating the evolution of our work so it continues to meet the specific needs of women and girls.

While many organizations ask only what's good for families, or what's good for communities, the Ms. Foundation asks, "What's good for women and girls?" We are the only national

letter from the president and executive director



foundation focusing on women's and girls' needs across a wide range of issues, from reproductive health to employment. We know the inherent power in the steady, day-by-day work of local women with the passionate desire to make a better life for themselves, their families and their communities.

Women activists transform the world for all around them. When women fought for, and achieved, passage of the Family and Medical Leave Act, men also benefited from the right to take time from work to care for loved ones. When Take Our Daughters to Work® Day drew national attention to the unique issues girls face as they grow up, the spotlight also fell on boys, resulting in thoughtful dialogue about ways to ensure that they grow up to be confident, caring adults.

As we enter this new century, we have set the foundation's sights on three ambitious goals: moving forward the momentous shifts in both women's and men's roles now underway, promoting women's leadership and their solutions to our most pressing societal issues, and re-framing public debate and dialogue. If we are to achieve these goals, we must have the financial freedom and flexibility to move swiftly and efficiently to give women and girls the resources they need to change the world.

Women's leadership and solutions to our most pressing social problems have never been more important. We encourage you to add your voice to theirs by supporting the Ms. Foundation for Women in every way that you can.

Marie C. Wilson

Marie C. Wilson
president

Sara K. Gould

Sara K. Gould
executive director

In fiscal year 2000, the Ms. Foundation for Women awarded grants in three issue areas: Economic Security; Health and Safety; and Girls, Young Women and Leadership. Additional grants were awarded through a number of Special Funds. Brief descriptions of Ms. Foundation programs and grantees appear on the following pages.

economic security

While reports of a red-hot economy and shrinking welfare rolls fill news headlines, the Ms. Foundation knows that this does not reflect the reality of many women's lives. Low-income women are the last to feel the positive effects of a strong economy, and often lack the resources, training, and encouragement they need to find jobs that pay enough to support themselves and their families. This is where the Ms. Foundation steps in, funding grass-roots strategies from labor organizing to business training that help women create jobs in their own communities, revitalize local economies, and advocate for better wages and working conditions.

Collaborative Fund for Women's Economic Development

More than a decade ago, the Ms. Foundation realized that women in low-income commu-

nities across the country were starting microenterprises and cooperative businesses to create jobs. The foundation was one of the first funders to support these women and, in 1991, initiated the Collaborative Fund for Women's Economic Development, bringing national attention to women's creative approaches to revitalizing local economies. The Collaborative, an innovative funding mechanism that has leveraged \$10 million since its inception, brings together private foundations, corporations, and individuals, pooling contributions to make a lasting impact on women's lives that is far greater than donors would have on their own.

Today, the Ms. Foundation is widely acknowledged as a leader in the field of women's enterprise development and has wrapped up two successful rounds of collaborative grant-making. In fiscal year 2000, the Collaborative Fund made no grants, concentrating instead

An Anchor Once More



Before and after images of the Urban Horizons building.

When Nancy Biberman gives tours of the Urban Horizons building, her face glows with pride. She points out the "before" photos of a deteriorating structure that contrast vividly with the marble foyer in which they are displayed, saying, "The restoration

of beauty is the most profound thing that's happened in this neighborhood."

Nancy, president of the Women's Housing and Economic Development Corporation (WHEDCO), is referring to the realization of her dream: the massive renovation of the long-abandoned Morrisania Hospital in the South Bronx. Once a source of community pride, the municipal hospital closed its doors in 1976 due to New York City's fiscal crisis. For 20 years, it remained a bleak reminder of hard times.

Today, new life bustles within a building that now houses 132 families and a community economic development center, supported in part by the Ms. Foundation. Rebuilt with the help of community residents, it is the prime landmark of a neighborhood on the upswing.

Hospital rooms have been transformed into beauti-

ful, spacious apartments for low-income residents, with a roughly a third of the units reserved for previously homeless families. The former cafeteria now hosts an accredited culinary arts institute where past welfare recipients learn the finer points of food service from chefs who once worked at four-star restaurants. In every corner of the building, women and men are learning the skills they need to transition from welfare to work, and sustain themselves and their families.

Nancy feels the building has revitalized not only the neighborhood, but also every woman who walks through the doors. She says, "No one can quite believe that women were able to give this hospital new life. Because the building is so huge, renovating it doesn't seem to fit in with people's preconceptions of what women can do. This place is a reminder to all the women who come here that they are stronger than they realize."



Girls' Resiliency Project members demonstrate their unbreakable bond.

Community Van



Rayito del Sol's children pose in front of the daycare center's new van.

When Lilia Ware first opened the doors of the daycare center, Rayito del Sol, she was missing one vital piece of equipment: a vehicle big enough to transport all the children in her care. That's when the Ms. Foundation's Fairy Godmother Fund came through with the money she needed to finance a 15-passenger van.

"That grant meant a lot to us, because many of the children need transportation to and from their homes or schools," says Lilia. "Many of their moms are single and transitioning from welfare to work—they have to go to training or look for jobs, and need someone to look after their children, as well as bring them to and from their homes and schools. Having transportation for their kids gives these mothers a sense of relief and comfort."

Owned by La Mujer Obrera, a woman-led nonprofit organization that advocates for the rights of displaced workers in El Paso, Texas, Rayito del Sol fills a critical need in the community: access to affordable high quality child care. The center also employs displaced workers, trains them to run certified child care businesses, and provides ongoing, educational resources to home-based child care providers.

To Lilia, the Rayito del Sol van is a symbol of her community's rebirth. She says, "Now that we have a reliable van, we are at full capacity only six months after opening. I already have a waiting list! This has allowed us to hire and train seven full-time employees. Now parents don't have to worry about how to get their kids to and from day care, and more women than ever can find good jobs."

on mapping out its priorities for the new millennium. Applications for funding were received in May 2000, and a third round of grantmaking will begin in fiscal year 2001.

New Voices, Proactive Strategies

The Ms. Foundation's New Voices initiative supports organizations using a wide range of strategies—from coalition building to grassroots organizing—to improve the incomes, working conditions, and job security of low-income women struggling to make ends meet. New Voices' ultimate goal is to bring the perspectives of these women into the national dialogue on poverty and low-wage work through a far-reaching media campaign that will place low-income women's concerns on the public agenda and help create a climate that is more supportive of programs that enhance women's economic opportunities.

Mid-South Project

In the resource-poor Delta region of Mississippi, Arkansas, and Louisiana, the odds of women earning enough to support themselves and their families are slim. Poverty rates reach as high as 44 percent, with unemployment rates in much of the region hovering around 10 percent (compared to the national rate of approximately 4 percent). Recognizing the need to create new economic opportunities here, the Ms. Foundation for Women launched the Mid-South Women's Enterprise Development Project in 1996. Supported by the W.K. Kellogg Foundation, this initiative provides funding and training on supporting entrepreneurs to community-based African American-led organizations overseeing women's business development projects that are just starting up. Grantee organizations were awarded \$85,000 over three years, receiving their last payment of \$21,250 in 2000, the final year of the project.

Fairy Godmother Fund

The Fairy Godmother Fund (FGF) supports businesses in low-income communities that have limited access to capital. FGF grants pay specifically for the supplies and equipment businesses need to improve their quality of service—items for which it is difficult to obtain funding. Established by an anonymous donor in 1997, the fund makes one to two grants each year to 100 percent woman-owned businesses in their start-up stage of development.

GRANTS APPROVED IN FISCAL YEAR 2000:

New Voices, Proactive Strategies

9to5 Working Women's

Education Fund

Milwaukee, WI

\$25,000

To continue building low-income women's leadership skills to inject their voices into the national debate on poverty, changing public perception about women and welfare.

The Campaign on Contingent Work

Boston, MA

\$25,000

To support organizing campaigns aimed at abusive employers and temp agencies, and public policy advocacy intended to improve conditions for contingent workers.

Center for the Childhood Workforce

Washington, DC

\$25,000

To offer LEAP, a successful college course designed to train child care providers to successfully advocate for improvements in their jobs, in more communities across the country.

Center for Third World Organizing

Oakland, CA

\$25,000

To develop grassroots public policy alternatives to current local, state, and national welfare policies by supporting to community organizing campaigns.

Chinese Staff & Workers' Association
Brooklyn, NY \$25,000

To publish and distribute results of their investigation into the working conditions of New York City garment workers while expanding their government accountability campaign.

Direct Action for Rights and Equality
Providence, RI \$25,000

To organize a campaign to advocate for passage of a city ordinance for living wages, benefits, local hiring, affirmative action, and the right to organize without interference.

Justice, Economic Dignity & Independence for Women

Salt Lake City, UT \$25,000

To educate city officials about welfare reform, its negative impact on women, and the need for a citywide living wage ordinance.

LA Alliance for a New Economy

Los Angeles, CA \$25,000

To build on the gains made with the passage of the LA Living Wage Ordinance in 1997 by ensuring that all major government subsidized developments create living wages and allow freedom to organize.

Southeast Regional Economic Justice Network
Durham, NC \$25,000

To train and develop grassroots working-class women's leadership in the South, and reach out to more women through the North Carolina Black/Latino Reconciliation Project.

Wider Opportunities for Women

Washington, DC \$25,000

To educate and inspire women transitioning off welfare to become successful advocates in their communities, and to develop and release a video documenting 15 women moving from welfare to work.

Women's Institute for Leadership Development

Boston, MA \$25,000

To build women's power in the Massachusetts labor movement and expand the movement's inclusion of people of color, immigrants, lesbians/gays, and the disabled.

The Workplace Project

Hempstead, NY \$25,000

To expand outreach to immigrant women workers through workshops focused on self-esteem, domestic violence, and workplace organizing to improve poor working conditions.

Working Partnerships USA

San Jose, CA \$25,000

To establish a community coalition and launch a campaign focused on living wage, job stability, and improved working conditions for clerical and temporary workers, a large segment of the area's Silicon Valley workforce.

Mid-South Project

Boys, Girls, Adults Community Development Center

Marvell, AR \$85,000

To support organizing, training, and planning in providing social and economic opportunities for residents of Marvell and Gould, Arkansas.

Mississippi Action for Community Education

Greenville, MS \$85,000

To design and implement Delta Jump-Start Women's Enterprise Program, a microenterprise training program.

Quitman County Development Organization, Inc.

Marks, MS \$85,000

To launch a Women's Enterprise Development Project to increase the

number of businesses owned and operated by African American women.

Friends of Children of Mississippi

Jackson, MS \$85,000

To support a microenterprise training program in the Belzoni center for low-income women.

Fairy Godmother Fund

El Puente Community

Development Corporation

El Paso, TX \$10,000

To purchase a van that will transport children in the care of Rayito Del Sol, a for-profit childcare center owned by La Mujer Obrera, a woman-led nonprofit organization that advocates for the rights of displaced workers.

health and safety

With almost 30 years' experience fighting for women's and girls' right to determine what is best for their own reproductive health and live in violence-free communities, the Ms. Foundation is one of the most trusted and influential health and safety advocates in the country. Our

cutting-edge initiatives reach organizations across the U.S.

and Puerto Rico working in cities and policy arenas to protect a woman's right to choose and ensure that women and girls can walk safely in the world.

Reproductive Rights Coalition and Organizing Fund

Women's reproductive rights are under constant attack. In 1999, anti-choice groups introduced 439 measures to restrict women's access to reproductive health care—more than in any previous year. In addition, 34 states enacted 70 anti-choice measures in 1999, compared to 13 states enacting 18 measures in 1995. To counter this trend, the Ms. Foundation for Women created the Reproductive Rights Coalition and Organizing Fund (RRCOF) in 1989 to support statewide organizing, becoming one of the first funders to acknowledge that the battleground over abortion had moved from the national to the state level. RRCOF provides state coalitions with the grants, technical assistance, and networking opportunities they need to combat such threats. Since its inception, this groundbreaking fund has distributed nearly \$4 million to pro-choice organizations working on a wide range of reproductive health issues, from abortion and hospital mergers, to sexuality education and attacks on lesbian and gay issues. In addition, the Ms. Foundation has initiated special programs within RRCOF to respond to the ever-changing climate surrounding reproductive freedom, including the:

■ **Alliance for Reproductive Choice.** In recent years, the opponents of choice have stepped up their attacks by attempting to pass state ballot measures with deliberately vague and deceptive language that could effectively ban all abortion procedures. The Alliance is a working partnership among state coalitions that combines funding and a unique form of technical assistance—activists who have expertise in fighting ballot initiatives share resources, polling data, message development, and fundraising techniques, effectively replicating successful campaigns across the country.

■ **Welfare Reform Initiative.** Although current welfare reform laws often include measures limiting women's reproductive choice, few groups have the resources to work on both health and welfare issues. The Welfare Reform Initiative provides critical funding to ensure that organizations are able to actively engage in addressing welfare reform laws in the context of women's health.

Women and AIDS Fund

Women, particularly women of color and low-income women, face a growing health concern: they make up the fastest growing AIDS population in the U.S., representing 23 percent of new cases in 1998, as compared to only 7 percent in 1986. Yet support services for women remain scarce, and doctors, lawmakers, and funders rarely address the impact of HIV and AIDS on women. The Ms. Foundation's pioneering Women and AIDS Fund (WAF), started in 1996 by a caring donor, supports organizations that meet and advocate for the unique, specific needs of women affected by HIV and AIDS. This fund, the newest example of the foundation's groundbreaking work to meet the needs of women when they have nowhere else to turn, provides a maximum of three years' support to start-up organizations run by and

for women with HIV/AIDS to do outreach and advocacy on their own behalf.

Safety Program

The Safety Program is a new grantmaking initiative grounded in the Ms. Foundation's long history of making the world safer for all women and girls. We aim to bring the voices of survivors, women of color, girls and young women, and those most marginalized to the center of the national dialogue on safety issues, supporting proactive strategies and approaches that include community organizing, education, and advocacy. In fiscal year 2000, thanks to the generosity of two anonymous donors, this important program was able to distribute almost half a million dollars in new safety grants to organizations that lift the veil on incest and child sexual abuse; promote girls and young women's leadership; strengthen community voices; and broaden the horizons of safety for women and girls.

GRANTS APPROVED FOR FISCAL YEAR 2000:

Reproductive Rights Coalition and Organizing Fund

Abortion Access Project
Cambridge, MA \$15,000

To educate the public on health issues, mobilize communities to rally against anti-choice violence, and organize health care providers to advocate for increased reproductive health services.

African American Women Evolving
Chicago, IL \$20,000

To examine the barriers that prevent women of color from obtaining health care and encourage their leadership in the reproductive rights movement.

Alabamians for Choice
Birmingham, AL \$10,000

To conduct public education, coalition building, and research aimed at increasing pro-choice support in Alabama

and broadening statewide reproductive health laws.

Asians and Pacific Islanders for Reproductive Health
Oakland, CA \$15,000

To expand the successful HOPE (Health, Opportunities, Problem-Solving and Empowerment) project, which organizes Asian and Pacific Islander women around reproductive health issues.

Civil Liberties and Public Policy Program at Hampshire College
Amherst, MA \$10,000

To support the New Leadership Networking Initiative, which develops the skills of young, diverse pro-choice leaders.

Committee on Women, Population, and the Environment
Amherst, MA \$10,000
To advocate for reproductive health

Sharing Her Story



Toni M. Bond and Wynette P. Willis, co-founders of African American Women Evolving

"I survived a botched abortion at 12 years old," says Toni Bond, when asked why she became executive director of the Chicago Abortion Fund (CAF). "I know how difficult it is to find the money for an abortion, and to find a facility that's reasonably safe where you'll be treated with the respect and human dignity that I did not receive."

Toni continues, "It's important for me to share my story, so that other Black women who've had

similar experiences know that they're not alone and that they don't need to be ashamed. We need to come together if we want to address our common health issues. This is why I helped found African American Women Evolving."

African American Women Evolving (AAWE), a health advocacy organization for women of color begun as a special initiative under CAF, engages in grassroots organizing, advocacy, and education around social justice and health issues that especially touch the lives of African American women. It sprang into life after Toni realized that most of CAF's clients were African American women. Yet the majority of its board, donors, and volunteers were white, middle- to upper-class women and men. Why, she asked herself, weren't more Black women part of the reproductive health movement?

After an informal survey, the answer was obvious. Black women didn't see themselves in the mainstream movement, because it seemed to address only abortion, when they were concerned with many other reproductive health issues such as prenatal care, HIV, or access to

contraceptives. In addition, they lacked role models, since so few women of color were in visible leadership roles at women's organizations.

Eight women came to the first meeting four years ago. Now, with help from the Ms. Foundation's Reproductive Rights Coalition and Organizing Fund, AAWE has a supporter base of 250 women in the Chicago area and holds workshops on reproductive health, health conferences, and community dialogue groups. In addition, AAWE is currently surveying Black women about their reproductive health. Three hundred women have already responded, and AAWE's goal is to have 500 completed surveys by early 2001.

Toni hopes that her work will eventually bring more African American women into the reproductive health movement. However, she already considers AAWE a rousing success: "One by one, Black women are becoming excited about our work and sharing our information with their mothers, sisters, and friends. This is truly how you build a strong grassroots movement, because no one can advocate for Black women better than Black women."



NASA astronaut Col. Eileen Collins, role model for Take Our Daughters to Work Day® 2000, presents a special plaque to the Ms. Foundation's director of marketing, Gail Maynor.

services in the context of low-income women's lives, and fight against enforced sterilization, immigration restrictions, sexism, and racism.

Georgians for Choice

Atlanta, GA \$20,000

To support the activities of this statewide, pro-choice coalition that advocates for state legislation to protect women's reproductive freedom and serves as a clearinghouse for the media and public.

Grupo Pro Derechos Reproductivos

San Juan, Puerto Rico \$10,000

To defend and expand reproductive health and freedom in Puerto Rico through public policy advocacy and public education.

Hospital Access Collaborative

Cambridge, MA \$10,000

To advocate for expanded hospital-based abortion services and promote statewide hospital access projects across the country.

Idaho Women's Network

Boise, ID \$10,000

To raise public awareness and restore support for women's health issues in Idaho through public education campaigns and statewide convenings of pro-choice activists.

Illinois Caucus for Adolescent Health

Chicago, IL \$10,000

To expand community organizing around access to reproductive health services, parental notification and consent, and the need for comprehensive sexuality education.

Migrant Health Promotion

Monroe, MI & Progreso, TX \$10,000

To implement La Voz Latina to empower low-income migrant women to increase their participation in public policy debates and advocate for improved access to reproductive health care.

Minnesota Organization for Adolescent Pregnancy Prevention

St. Paul, MN \$10,000

To provide leadership, resources, and assistance to reproductive health care providers and sexuality educators who work with teenagers.

Minnesota Religious Coalition for Reproductive Choice

Minneapolis, MN \$2,000

To develop networks with pro-choice people of faith, counter conservative religious activism on college campuses, and educate voters on reproductive rights issues.

Mississippi Action for Community Education

Greenville, MS \$22,000

To build the capacity of women in the Delta region to advocate for reproductive health services through leadership training, public policy advocacy, education, and mobilization of community organizations.

Missouri Religious Coalition for Reproductive Choice

St. Louis, MO \$12,500

To launch the Missouri Pro-Faith/Pro-Choice Network Expansion Project to address reproductive rights issues through a grassroots awareness campaign.

Montana Reproductive Rights Coalition

Helena, MT \$15,000

To support MRRC's vital role in educating and building alliances among pro-choice organizations, constituents, and practitioners in a vast, sparsely populated state.

National Network of Abortion Funds

Amherst, MA \$10,000

To support the Campaign for Access and Reproductive Equity (C.A.R.E. -2000) that addresses the reproductive needs of low-income women, women of color, and young women.

New Mexico Religious Coalition for Reproductive Choice (NM RCRC)

Albuquerque, NM \$11,000

To strengthen NM RCRC's infrastructure, allowing for expanded activities focused on women's ability to access health care in a large, rural state.

New York NARAL Foundation

New York, NY \$10,000

To support the educational work of the "Health and Wellness Coalition," a group of women's organizations working on a wide range of issues from women's unique health concerns to union organizing.

Oregon NARAL

Portland, OR \$10,000

To support the "Citizens Lobbying for Choice Program," which builds the leadership and lobbying skills of voters, helping them become reproductive rights advocates.

Pennsylvanians for Choice

Philadelphia, PA \$20,000

To support a statewide coalition of pro-choice groups working to protect reproductive rights in Pennsylvania through education and outreach.

Planned Parenthood of Central and Northern Arizona (PPCNA)

Phoenix, AZ \$10,000

To support the "Joining Forces" initiative, which connected PPCNA with Planned Parenthood affiliates in Utah, New Mexico, and Nevada to mount a major voter identification and advocacy project.

Planned Parenthood of South Texas

Corpus Christi, TX \$10,000

To join with two other Planned Parenthood affiliates in Texas to conduct a reproductive health education and advocacy project within the Latino community along the Gulf Coast.

<i>Political Research Associates</i> Somerville, MA	\$15,000	To support PRA's production of a comprehensive activist kit for pro-choice advocates.	services in the face of religious-affiliated hospital mergers through patient education and monitoring of hospital services.	To document the impact of welfare reform on undocumented and recent immigrant women's reproductive health, and assist young women to advocate for themselves and their communities.
<i>Pro-Choice Mississippi</i> Jackson, MS	\$7,500	To promote reproductive rights through citizen action, public education, and lobbying efforts, and establish the Mississippi Women's Resource Center.	<i>Washington State NARAL</i> Seattle, WA	\$10,000
<i>Pro-Choice Public Education Project</i> Port Chester, NY	\$15,000	To support the reserve fund of PEP, a unique collaboration of reproductive rights organizations and funders that aims to make the pro-choice movement relevant and responsive to the needs of young women.	To implement the "Recruitment and Retention of Pro-Choice Activist Project," which develops reproductive rights advocates through leadership, organizing, and media skills training.	<i>Idaho Women's Network Research & Education Fund</i> Boise, ID
<i>ProChoice Resource Center (PEP)</i> Port Chester, NY	\$10,000	To provide RRCOF grantees with training and technical assistance on developing new strategies, building strong coalitions, and mobilizing supporters.	<i>West Virginia Free</i> Charleston, WV	\$10,000
<i>Religious Coalition for Reproductive Choice</i> New York	\$3,000	To forge partnerships with clergy of all religions and laity, advocate in the state legislature for comprehensive health care, and replicate the "Black Church Initiative," to reach out to the African American community.	To launch the "Students for Choice Organizing Project" to involve teenagers in campaigns for comprehensive sexuality education and contraceptives in public schools.	<i>Illinois Caucus for Adolescent Health</i> Chicago, IL
<i>Religious Coalition for Reproductive Choice of Massachusetts</i> Brookline, MA	\$2,000	To strengthen the religious voice in Massachusetts' pro-choice movement and replicate the "Black Church Initiative."	RRCOF—Alliance for Reproductive Choice <i>No on 1 Coalition</i> Portland, ME	\$30,000
<i>Save Our Services – Long Island</i> Hempstead, NY	\$15,000	To preserve women's reproductive health	To campaign against a ballot referendum to outlaw so-called "partial birth abortions" that appeared on the state ballot in the November 1999 elections.	To build a statewide coalition to examine the links between welfare reform and reproductive rights, and advocate against family caps, abstinence-only education, and other restrictive health measures.
			<i>Protect Families, Protect Choice</i> Denver, CO	\$25,000
			To fight a November 1999 referendum mandating a 24-hour waiting period and enforced viewing of state-produced anti-choice materials for women seeking an abortion.	<i>Minnesota Welfare Rights Coalition</i> Minneapolis, MN
			RRCOF—Welfare Reform Initiative <i>ACCESS/Women's Health</i> <i>Rights Coalition</i> Oakland, CA	\$15,000
			To document the experiences of women seeking and receiving reproductive health care in the wake of California's welfare reform initiatives, and organize education and support groups.	To raise awareness of the negative effects of welfare reform on low-income women through documenting women's stories, organizing protests, and conducting media outreach.
			<i>Asian and Pacific Islanders for Reproductive Health</i> Oakland, CA	\$20,000
			<i>NOW Legal Defense and Education Fund (NOW LDEF)</i> New York, NY	\$20,000
			To support the "State Advocacy Project," which assesses and influences welfare reform from a women's rights perspective.	<i>Urban Justice Center</i> New York, NY
			To support a three-part seminar designed to promote joint work among reproductive rights activists and economic justice advocates.	\$15,000
			<i>Welfare Rights Organization</i> New Orleans, LA	\$15,000
			To support the "Reality Check Project," which increases public knowledge about	

welfare reform and monitors the effects of new welfare laws on recipients.

Women and AIDS Fund

The BABES Network

Seattle, WA \$10,000

To serve the needs of women living with HIV across Washington through peer support, advocacy, education, and outreach.

The Cooper Project

Nesmith, SC \$10,000

To bring women of diverse backgrounds together to counteract the lack of services and nonexistent HIV medical care delivery system for poor women in South Carolina.

HIV Law Project

New York, NY \$10,000

To represent clients in day-to-day legal cases, initiate large-scale legal actions, and empower HIV-positive women to advocate for improved health services.

Minnesota American Indian

AIDS Task Force

Minneapolis, MN \$10,000

To support the work of the Native American Women's Intervention and Prevention Services Network, which educates peer trainers to address health issues within the context of Native values.

Mujeres Unidas

San Antonio TX \$10,000

To develop and implement community initiatives through innovative, community-based bilingual/bicultural health promotion and prevention activities.

Project Azuka

Savannah, GA \$10,000

To support an HIV/AIDS advocacy institute to enhance clients' understanding of AIDS policies, services, and treatments.

Taller Salud

San Juan, Puerto Rico \$10,000

To support "Rescuing Time and Space," and HIV/AIDS prevention program focused on women in Loiza, a rural community with a high HIV infection rate.

Twin State Women's Network

Cavendish, VT \$10,000

To support "Connect," a peer counseling program offering support, information, networking, and encouragement for women with HIV.

WISDOM

Philadelphia, PA \$10,000

To conduct outreach, leadership training, and peer counseling to ensure that women in the community have a voice in the citywide debate on health care services for those affected by HIV and AIDS.

The Women's Collective

Washington, DC \$10,000

To provide critical services for women in the DC area living with HIV/AIDS and represent their voices on numerous policy-making bodies.

Women's Information Network

New York, NY \$10,000

To provide skill development training for WIN staff and develop a curriculum that addresses HIV treatment, other health issues, finances, job skills, and ethics for women living in single room occupancy hotels.

A Journey Through Life



Linda Smith

The smiling face of Linda Smith, an outgoing and outspoken African American woman, belies her painful past. Ten years ago, she experienced one of the most terrifying moments in her life when

she was raped by a man who then told her he had AIDS. "Back then, I didn't know much about HIV or AIDS," says Linda, "but I got tested and of course I was HIV positive."

At the time, Linda had just moved to Philadelphia and didn't know where to turn. That's when she met Pam Ladds, former executive director of WISDOM, a Women and AIDS Fund (WAF) grantee. It changed her outlook on her life.

"Pam helped to empower me to take charge of my health," Linda explains. "I had never known that I could ask a doctor to show me my file, or explain in layman's terms what would happen to my body as a result of all the medications he prescribed. I learned that I could decide not to blindly follow the doctor's recommended course of treatment—I could ask for alternatives."

As with all WAF organizations, WISDOM is led by women with HIV and AIDS. Linda became their street outreach coordinator, and she now runs support groups, the food bank, and fundraising efforts for an annual AIDS walk. She has also served on the boards of several AIDS advocacy organizations in Philadelphia, and is dedicated to HIV prevention, conducting sexuality education seminars in schools and handing out literature and condoms on the street.

Her most important task, though, is to pass her knowledge and experience on to the women who come to WISDOM for help in dealing with HIV and AIDS. She says, "I don't like to call HIV a disease. Instead, I call it my journey, and I believe that I am on it to teach other women how to live positively and help them through their struggles. The most satisfying feeling I get is knowing that I've helped even one person understand her journey more and fear it less."

Women's Project
Little Rock, AR \$10,000
 To hold prevention education and peer counseling training to women prisoners in Arkansas, while addressing the intersections of racism, sexism, and homophobia.

Safety Program

The Black Church and Domestic Violence Institute
Atlanta, GA \$30,000
 To support a national effort to form partnerships among churches, shelters, and other counselors to respond effectively to domestic violence affecting religious African American women.

Center for Anti-Violence Education
Brooklyn, NY \$30,000
 To support the Teen Women's Initiative, a program for young women that combines self-defense training with intellectual, spiritual, and community activism projects.

The Center for the Study of Sport in Society
Boston, MA \$15,000
 To motivate student athletes and leaders, male and female, in two urban, resource-poor communities to reduce violence against women through the Mentors in Violence Prevention (MVP) program.

Empower Program
Washington, DC \$10,000
 To support the Girls Advisory Board designed to promote leadership of young women through a range of violence prevention activities.

Harbor Community Overcoming Violence, Inc. (HarborCOV)
Chelsea, MA \$15,000
 To actively engage teens in community-wide efforts to end domestic violence among other teens through the Peer Leadership Program.

Home Alive
Seattle, WA \$15,000
 To support Home Alive's self-defense, coalition-building, and public education initiatives to prevent violence, raise awareness and organize community involvement.

Institute for Labor & Community
New York, NY \$15,000
 To actively engage girls in an anti-violence curriculum and organizing project in three public schools on the Lower East Side.

Iowa Coalition Against Domestic Violence
Des Moines, IA \$25,000
 To support the Economic Advocacy and Skill-Building Project to increase economic options for battered women and help domestic violence programs respond to economic issues facing abused women in Iowa.

Las Americas Immigrant Advocacy Center
El Paso, TX \$30,000
 To support El Poder de La Mujer, a program of grassroots women working to improve how battered immigrant women are treated and inform them of their civil rights.

Men's Rape Prevention Project
Washington, DC \$15,000
 To support the organization's work to increase men's involvement as allies with women in preventing rape and other gender-based violence, promote gender equity, and explore how to be strong without being violent.

Minnesota Coalition for Battered Women
St. Paul, MN \$30,000
 To organize a comprehensive statewide grassroots campaign to shape legislation that affects battered women and to create a Men's Legislative Action

Committee for allied men to voice support for the campaign.

Narika
Berkeley, CA \$30,000
 To support the Community Organizing Responsibility & Empowerment (CORE) Campaign to educate women, youth, business owners, and faith centers about violence issues in the Nepali community.

National Funding Collaborative on Violence Prevention
Washington, DC \$10,000
 To support the Collaborative's efforts to shift the public debate and dialogue on public safety to include women's voices and perspectives, acknowledging the particular impact of violence in women's lives.

Oklahoma Native American Domestic Violence Coalition
Pawhuska, OK \$30,000
 To start a coalition led by Native people to educate Oklahoma Tribal communities on violence, empower survivors, and draw on the strength of traditional practices to end violence.

One Voice, The National Alliance for Abuse Awareness
Washington, DC \$30,000
 To support One Voice's activities to break through society's denial of incest and child abuse through disseminating well-researched and accurate medical, legal and advocacy resources to survivors, social service providers and other professionals

Organizacion en California de Lideres Campesinas, Inc.
Washington, DC \$30,000
 To support the Youth Leadership Development and Violence Prevention Program, organizing teen girls in the migrant farm worker community to

understand and confront the issues of violence they face daily.

Research for Action
Philadelphia, PA \$21,000
To implement the Bully Proof program in elementary schools through the Sisters Together in Action Research program, a girl-led action research team where girls identify and solve problems in their schools.

Sakhi for South Asian Women
New York, NY \$20,000
To launch a public education and organizing initiative, The Children We Sacrifice Organizing Project, on the issue of sexual abuse and incest in the South Asian community.

SOAR (Sisters Overcoming Abusive Relationships)
Warwick, RI \$20,000
To support SOAR's organizing of survivors to monitor the family court system, develop a public education campaign, increase membership and reach out to grassroots allies.

Stop It Now!
Haydenville, MA \$30,000
To support a campaign that aims to increase public awareness of child sexual abuse, educate adults about ways to stop abuse, and call on abusers to stop and seek treatment.

Wisconsin Coalition Against Domestic Violence
Madison, WI \$30,000
To support the Communities of Color Project, which aims to organize and promote leadership in the Wisconsin African American community and partner with other communities of color to find solutions to domestic violence.

W.O.M.A.N Inc.
San Francisco, CA \$25,000
To support the public policy work of this grassroots, constituency-run group on issues of gender bias and safety.

Women of Color Against Violence
Santa Cruz, CA \$5,000
To support the start-up of a national organization for women of color against violence and their organizing efforts addressing the connections between sexual/domestic violence and institutional structures of violence in the lives of women of color.

Women Watch Afrika Inc. (WWA)
Decatur, GA \$30,000
To support organizing and education efforts in the African immigrant community on domestic violence.

girls, young women and leadership

Spirited. Creative. Resilient. These are just a few of the words that describe girls and young women. At the Ms. Foundation, we are helping girls carry these qualities through their adolescence to adulthood with our multi-faceted, far-reaching programs. By amplifying the voices of girls and young women and acknowledging them as assets in their schools, families, and communities, we are recognizing girls for what they are: the leaders of today and the hope of tomorrow.

Collaborative Fund for Healthy Girls/Healthy Women

From learning important self-defense skills to organizing political protests to challenge anti-immigrant policies, girls and young women across the country are discovering the power of their voices to change the world. To support them, the Ms. Foundation initiated our first Collaborative Fund for Healthy Girls/Healthy Women, bringing \$4.1 million in new resources to the field of

girls' programming. A second round of the Collaborative Fund is now in the design and planning phase, and will be launched in fall 2001.

The fund, a working partnership among large national foundations, corporate philanthropies, family foundations, individual donors, and program staff and girl participants from grantee organizations, is guided by the principle that fostering girls' natural strengths and skills will facilitate their growth into healthy and resilient women. The Fund's grantee organizations work with girls to promote their leadership skills, provide them with safe spaces, and support their community action efforts. Acknowledging that girls are the experts on their own lives, these organizations also involve girls in designing programs for themselves, other girls, and their communities. The fund has furthermore involved girls, young women and program staff in groundbreaking research on girls' healthy development that calls for supporting their intellectual, physical, and emotional health.

A Voice of Their Own



Shelley Gaines (center) with girls from Girls' Resiliency Project

"It's chaos!" says Shelley Gaines, referring to the all the recent activities of the Girls Resiliency Project (GRP). "But the disorder is good, because it means girls are raising their voices and claiming their own space in our community."

Four years ago, Shelley opened the doors of the Girls Resiliency Project to address the long ignored needs of girls ages 12 to 19 in her rural West Virginia community. From the start, she encouraged girls to express their emotions through art and song, building trust among GRP members. Then in 1997, she received a grant from the Collaborative Fund for Healthy Girls/Healthy Women, allowing her organization to grow. Today, the girls' artistic expression is paying off, and they are ready to share it with the world. In summer 2000, the girls published a book of stories, poems and photographs about their lives and experiences entitled, *Talkin' to Myself*. Proceeds from the sale support GRP's activities. In November 2000, GRP also released a compilation of songs written and performed by girls.

In addition, just when Shelley thought things couldn't get any better, she was able to lease a

building so that GRP would have their own office and community center for the first time. She says, "There aren't any truly girl-friendly spaces around here, and we never felt completely comfortable borrowing rooms from other organizations. Before, the process we went through to connect as a group and open up to each other was more important than where we were. But now, our new space brings us together."

At the moment, Shelley and the girls of GRP are focused on making their new base of operations as welcoming and warm as possible, and the release of their CD. For Shelley, the real joy is knowing how far her girls have come in four years, and watching them blossom with the knowledge that they will always have a safe place to go: "The girls are just giddy about our new place. They finally have a space to call their own."

GRANTS APPROVED IN FISCAL YEAR 2000:

Collaborative Fund for Healthy Girls/Healthy Women

After School Action Programs/Girl World
Chicago, IL \$50,000

To expand Girl World, which provides girls with educational, athletic, advocacy, and community organizing activities, and the Girl World Leadership Council.

AIDS and Adolescent Network of New York
New York, NY \$17,000

To provide long-term mentoring opportunities for girls aged 9-14 through Youth Fighting for Change, a youth-led and staffed sexual health advocacy initiative.

Asian Pacific Environmental Network
Richmond, CA \$40,000

To further develop the Youth Initiative program, which strengthens the Laotian community through developing the ability of girls and young women to advocate around community health issues.

Asians and Pacific Islanders for Reproductive Health
Long Beach, CA \$36,000

To increase the capacity of the Health, Opportunities, Problem-Solving, and Empowerment Initiative (H.O.P.E.) to provide girls training on reproductive health, cultural identity issues, and leadership and organizing skills.

Center for Anti-Violence Education
Brooklyn, NY \$46,000

To expand the Children's Empowerment Project (CEP), which teaches skills to help children cope with and avoid violence, and develop the Teen Women's Initiative, to enhance skills learned in CEP.

Center for Young Women's Development
San Francisco, CA \$50,000

To support three youth economic and leadership development projects, the Street Survival Project, the Girls-in-Charge Project, and the User Friendly Research Project.

Cool Girls, Inc.
Atlanta, GA \$40,000

To continue and enhance programs dedicated to the self-empowerment of girls in low-income communities with an emphasis on girls in public housing.

Girls Resiliency Program
Branch, WV \$30,000

To expand girls' participation in programs that foster connections between girls and women in the community through workshops, discussion groups, and mother/daughter mentoring projects.

Mi Casa Resource Center for Women
Denver, CO \$50,000

To increase the effectiveness of the Mi Carrera program to help girls develop leadership, entrepreneurial, and advocacy skills.

Native Action
Lame Deer, MT \$35,000

To initiate the Cheyenne Stars, which aims to create intergenerational supportive relationships between girls, their mothers, and elders to pass on cultural knowledge and pride.

Research for Action
Philadelphia, PA \$35,000

To establish Sisters Together in Action Research (STAR), aimed at creating a network of girls' action research groups to address equity issues in Philadelphia's public schools.

Sisters in Action for Power
Portland, OR \$45,000

To provide girls with sociopolitical and economic transformation, adult role

models, and a peer and organizational support base that will allow them to take leadership roles in their communities.

Young Women's Project
Washington, DC \$50,000

To create the teen-led Girls Project to provide advocacy, leadership, mentoring, and community action skills training to girls aged 11 to 14.

special funds

The Ms. Foundation is constantly scanning the horizon for new trends and emerging issues in women's lives. Our Special Funds allow us the flexibility to respond to these needs as they appear with small grants and technical assistance, well before other national funders.

Sophia Fund

The Ms. Foundation recognizes the importance of connecting women at the grassroots level with national movements and making their voices heard on the issues most important to them. With this goal in mind, the Sophia Fund, founded by Lucia Woods Lindley, supports organizations working at the national level to create increased economic opportunities for low-income women while maintaining strong ties to grassroots groups. Grantees engage in a wide range of strategies, including organizing, advocacy, and constituency-building work.

Women and Labor Fund

Labor unions are an important means for workers to come together with one voice to advocate for fair wages, improved working conditions, and better benefits. Union leadership, however, has traditionally been male-dominated, often excluding women's voices and perspectives at the bargaining table. The Women and Labor Fund aims to build women's presence within traditionally male-dominated labor unions, highlighting and strengthening the link between the increase in women's leadership and positive change in the labor movement.

The Gloria Steinem Fund

The Gloria Steinem Fund, established in 1994 to honor Gloria Steinem as a founding mother and continued supporter of the Ms. Foundation, focuses on courageous women who are changing

the lives of women and girls. Using the interest from this endowed fund, Steinem makes grants to women whose work, although important, is often below the radar screen of mainstream funders.

The President's Fund

Each year, the president of the Ms. Foundation makes several grants outside the scope of our three main issue areas. Grantees represent a wide range of interests, from programs in schools that enhance students' commitment to social justice to voter education projects.

Democracy Funding Circle

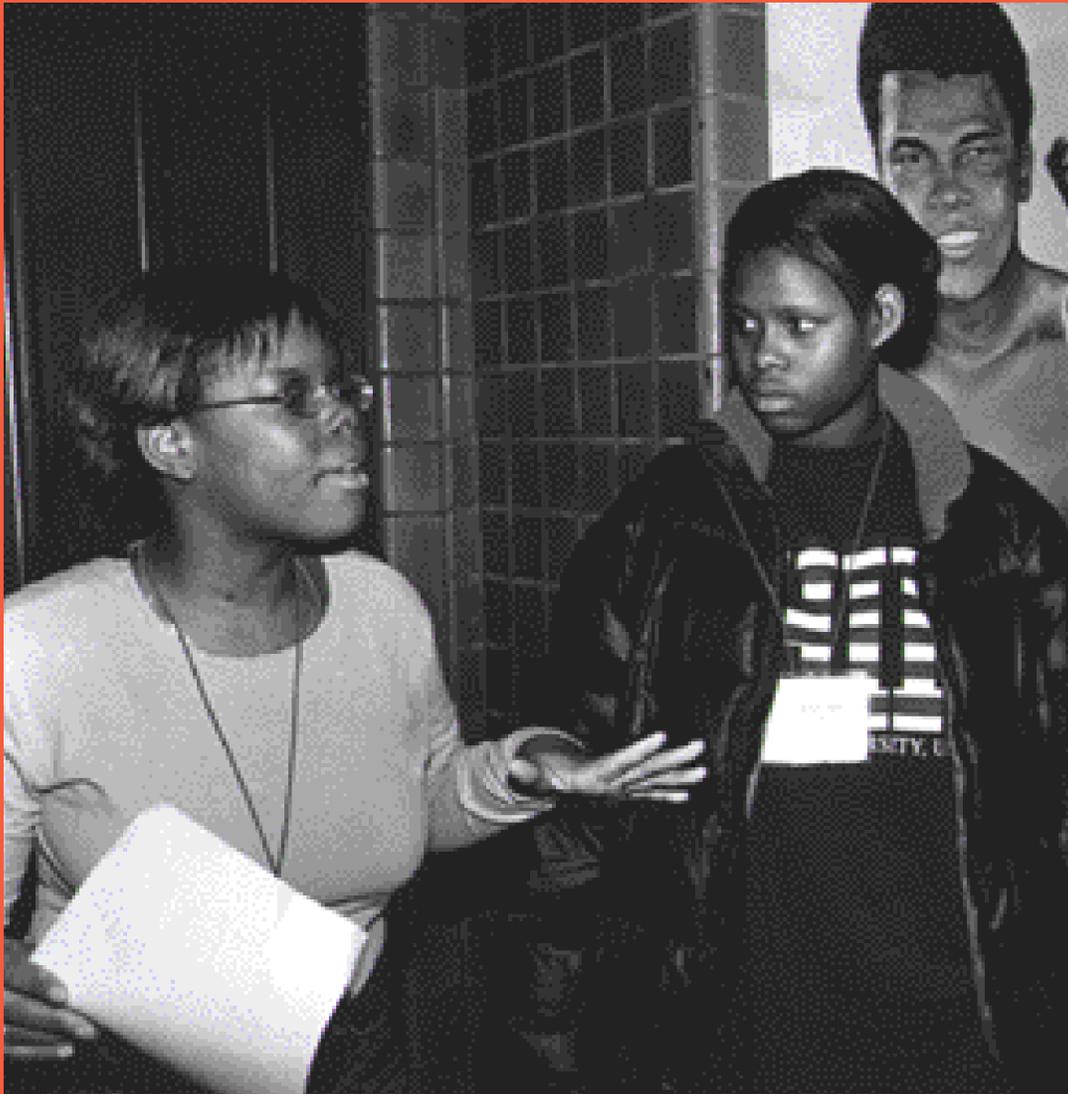
In recent years, the far right movement has stepped up its prominence in the political, economic, and cultural spheres of the United States, threatening to roll back gains made by the women's, environmental, gay, and civil rights movement. In 1996, the Ms. Foundation established the Democracy Funding Circle (DFC) in response to the increasingly conservative political climate. Comprising individual donors with a special interest in this issue, DFC supports organizations that promote a progressive vision of democracy and encourage ties between women's groups and other progressive forces addressing challenges from the right. Funding circle members work closely with foundation staff to design grantmaking criteria, review proposals, and select grant recipients.

GRANTS APPROVED IN FISCAL YEAR 2000:

Sophia Fund

Institute for Women's Policy Research
Washington, DC \$14,000

To reach out to policy makers and advocates who use IWPR's research on how existing policies specifically affect women and their families, and to work with activists on shaping policy debates.



Research for Action program participants practice scenarios where they learn to deal with school violence

Supporting Women's Leadership

"Twenty-five years ago my wife, Susan, impressed on me the importance of feminism in both our personal and political lives," says Charles Knight, explaining why he and Susan Knight number among the Ms. Foundation's earliest supporters. "I came to believe that feminist perspectives and issues were a key to social progress for all people, whatever their gender identification."

As Charles' feminist principles evolved, so did his belief that women in active, visible leadership roles in workplaces across the country was the key to social change. He states, "It became clear to me that women were emerging as progressive leaders. Putting this observation together with the changing demographics of the work force, I concluded that investing in women's leadership in the labor movement and in workplace organizing would likely yield good returns for democratizing the workplace and improving working lives. This is why I created the Women and Labor Fund."

Already familiar with the Ms. Foundation, Charles and Susan Knight decided to house their Women and Labor Fund here, contributing over \$100,000 annually to promote women's leadership in labor unions. For the Knights, it was a natural move, as Charles explains: "Susan and I have been contributors to the Ms. Foundation from its earliest years, and foundation staff have always served as consultants on our giving to women's organizing efforts. When we decided to create a special fund for labor leadership development, it made immediate sense to us to house it at the Ms. Foundation. We have been especially pleased that the Fund not only receives competent administrative support from the Foundation, but in addition two very knowledgeable Foundation staff persons serve on the Fund's grants recommendation board."

National Lesbian and Gay Community Funding Partnership

New York, NY \$15,000

To make multi-year matching grants to community foundations to help them establish grantmaking initiatives targeted at the lesbian and gay community.

The Third Wave Foundation

New York, NY \$10,000

To support the Third Wave Foundation benefit dinner, which celebrates the work of young activist feminists.

The Women and Organizing Documentation Project

Oakland, CA \$5,000

To support documentation of women's organizing work, evaluate documentation methods, and disseminate findings from the project.

Working Group on Funding Lesbian and Gay Issues

New York, NY \$1,000

To support efforts to advocate within the philanthropic community for more funding for lesbian and gay issues.

Women and Labor Fund

BUILD
Baltimore, MD \$15,000

To support the Head Start Project, which organizes 1,700 low-wage Head Start workers to advocate for better wages and benefits.

Childspace Cooperative Development, Inc.

Philadelphia, PA \$15,000

To support the United Child Care Union's "Child Care Voices" project, which trains women to be powerful public speakers, advocates, and labor leaders.

Haitian Women of Miami

North Miami Beach, FL \$15,000

To fund a full-time organizer to build links between local unions organizing low-wage workers and the broader

Haitian community, and educate the public about low-wage workers' struggles.

H.E.R.E., Local 35
New Haven, CT \$15,000

To support the Women's Leadership Development Project, which trains women to take positions of authority in the Yale University Local 35 labor union.

New York Labor Union
Child Care Committee
New York, NY \$15,000

To advocate at the state and city levels for increased access to child care for union members, and place child care and family issues on collective bargaining agendas of unions.

Teamster Rank & File Education and Legal Defense Foundation
Detroit, MI \$12,500

To support the Teamsters Women Network, a nationwide caucus of women dedicated to union reform that works to develop women leaders and encourages them to run for office.

Women's Institute for Leadership Development
Boston, MA \$15,000

To work to eliminate all forms of oppression within labor unions, meet with male AFL-CIO leaders to discuss barriers to women's leadership, and advance women labor leaders.

The Workplace Project
Hempstead, NY \$15,000

To support the Women's Organizing and Leadership Development Program to advance women's voices in the labor movement, especially those of low-wage immigrant women in domestic service occupations.

Gloria Steinem Fund
MediaWorks
Cape Town, South Africa \$10,000

To support Women’s Media Watch, a membership group that monitors the representation of women by South African media.

West Side Cultural Center
New York, NY \$10,000
To cover medical expenses for Flo Kennedy.

President’s Fund
Business for Social Responsibility
& the BSR Education Fund
San Francisco, CA \$1,000
For membership renewal.

Center for Partnership Studies
Pacific Grove, CA \$1,500
To support “Weaving the Future: Partnership Schools,” a project dedicated to developing partnerships between girls and boys that will lead to greater social justice.

National Council for Research on Women
New York, NY \$2,500
To support the 1999 Women Who Make a Difference awards dinner.

Women and Philanthropy
Washington, DC \$2,000
To support the annual meeting, whose theme was “Philanthropy: The Next Generation.”

information for grantseekers

The Ms. Foundation for Women awards grants primarily through special grant-making initiatives. Applications for these special initiatives are solicited in either an open Request for Proposals (RFP) process or a targeted solicitation.

Currently, applications solicited through the open RFP process include the

Collaborative Fund for Women's Economic Development; the Collaborative Fund for Healthy Girls/Healthy Women; the

Reproductive Rights Coalition and Organizing Fund; and the Safety Program. The Women and Labor Fund, the New Voices, Proactive Strategies initiative, and the Women and AIDS Fund are targeted.

We also award a small number of grants in each issue area outside of these initiatives to organizations that submit unsolicited funding requests, beginning with a letter of inquiry. We seek to support organizing work and women-led research and policy development activities that demonstrate an awareness of the issues women and girls face in their efforts to achieve economic self-sufficiency, live free from violence, and share power in society.

Special consideration is given to organizations that empower women; seek to eliminate discrimination based on gender, race, class, age, disability, sexual orientation, and culture; address the particular challenges faced by low-income women and girls; recognize and respond to issues of gender as related to class and race/ethnicity; work across issue areas; encourage intergenerational work; include in leadership positions those most directly affected by their work; and have limited access to other funding sources.

Our grants do not support direct service projects, individuals, scholarships, university-based research, state agencies, religious institutions, or stand-alone cultural or media projects, publications, or conferences.

If you think your organization is engaged in work that may interest the foundation, please call 212-742-2300 to request our complete funding priorities and guidelines, or download them at our website, www.ms.foundation.org, before submitting a letter of inquiry.

Women and Economic Development. The Institute, the only training ground in the country for grassroots activists working on women's economic issues, enhances their work by providing them with crucial knowledge and skills, as well as broad networks in urban and rural areas across the country.

This year's Institute was held June 1-4, 2000, in Santa Cruz, California. Over 180 women gathered to participate in intensive classes and workshops, and develop or renew friendships while celebrating the Institute's tenth anniversary. This significant milestone was a poignant reminder of how vital women's voices are in the field of economic development.

training and peer-to-peer exchange

At the Ms. Foundation, we have taken a special role in the economic security field by bringing a national community of practitioners together to teach and learn from each other. Our Institute on Women and Economic Development and our unique Peer-to-Peer Exchange Program give women working in grassroots organizations the opportunity to share strategies, deepen their networks, and strengthen their leadership skills. Most important, these gatherings connect activists to a national movement for social change, building their collective power to transform the world.

Institute on Women and Economic Development

Creating a strong, united movement of activists working to create economic opportunities for women is at the heart of the Ms. Foundation's Institute on

Peer-to-Peer Exchange

Many organizations serving women and girls are incubators of original ideas, refining them by trial-and-error until they discover which programs and approaches best meet the needs of women and their families. Passing that knowledge on to other women is what the Ms. Foundation's Peer-to-Peer Exchange Program is all about. By learning new skills from colleagues working in similar fields, grantee organizations benefit from the experience and hard-won wisdom of women who understand their needs and concerns.

Learning to Lead

Managing an institution to respond to our rapidly changing world is a challenge even for seasoned leaders. In non-profit organizations, where time, staff, and resources are often scarce, it can be an even bigger obstacle to overcome. In the first peer-to-peer exchange of the year, executive directors of nine

Collaborative Fund for Women's Economic Development grantee organizations met in Chicago, Illinois, to share the tools and philosophies that they had found most helpful in their roles as leaders. They worked on a wide range of issues, from planning for growth and managing personnel, to facilitating successful leadership transitions and communicating effectively with staff.

Consulting With Colleagues

When Acre Family Day Care Corporation (Acre FDCC) wanted to replicate its successful program in another community, it called on the experts: Childspace Cooperative Development, Inc. and Paraprofessional Healthcare Institute (PHI), two other grantee organizations with extensive experience in replication. Over the course of two different meetings, staff from Childspace and PHI met with Acre FDCC to assess its readiness to branch out into other communities, review academic literature to deepen understanding of the financial and social implications of replication, and share the successes and pitfalls of their own efforts. The Ms. Foundation released a report in winter 2000 detailing the lessons learned from this exchange.

public education

The Ms. Foundation for Women is a recognized authority on the issues that touch the lives of women and girls, and often serves as a resource for the philanthropic community, media, government, academia, and community service and advocacy organizations. From our website to our promotional campaigns, the Ms. Foundation's public education initiatives bring the voices of women and girls into the public arena, highlighting the cutting edge in philanthropy, public policy, and social justice.

Take Our Daughters To Work® Day

On April 27, 2000, girls across the country caught a glimpse of their futures during the eighth annual Take Our Daughters To Work® Day. Millions of girls participated, flooding workplaces from Capitol Hill to Hollywood Hills, and making the day a huge success.

This year, parents, mentors, and other adults teamed up with the Ms. Foundation to place a special emphasis on technology, opening up chat rooms

alongside the traditional boardrooms for girls to explore the many life options open to them. To show girls the practical applications of technology, and get them excited by a wide range of high tech careers, the Ms. Foundation connected with several online girl-oriented websites. Thousands of girls logged on to the Internet to watch webcasts, chat live with women astronauts, and post their hopes and dreams on the Take Our Daughters To Work® Day website.

To further underscore the technology theme, the Ms. Foundation partnered with NASA's Women in Space program to show girls that even the sky is no

limit for their dreams. Three high-ranking astronauts served as role models:

Colonel Eileen Collins, the first woman to command a space shuttle mission; Dr. Ellen Ochoa, the first Latina in space; and Dr. Yvonne Cagle, an African American astronaut.

A Roper Starch Worldwide poll indicates continued support for the Take Our Daughters To Work® Day program. In 2000, 11 million girls went to work at 3 million companies across the nation, underscoring employers' commitment to keeping girls healthy, strong, and confident through their teen years and into adulthood. Adult participation in the program was 56 percent female and 44 percent male—indicating a rise in the number of men actively participating in Take Our Daughters To Work® Day, and helping to build the dreams of their daughters and other girls in their lives.

To support efforts to organize the day nationally, the Ms. Foundation sells Take Our Daughters To Work® Day merchandise, including organizer kits, how-to guides, T-shirts, and more. For additional information on available merchandise,

call 800-676-7800 or visit our website at www.ms.foundation.org.

Website

In fiscal year 2000 the Ms. Foundation website (www.ms.foundation.org) underwent an incredible redesign, gaining a streamlined, professional look and new, easy-to-navigate layout. Working with IDEV, an Internet design company, the Ms. Foundation transformed our online presence, building an interactive and informative website that highlights our work and serves as an accessible resource for everyone from casual surfers to those doing more intensive searches for the latest trends in the field of women and philanthropy. Our new look has paid off—the website now attracts as many as 12,000 unique visitors a month, up from an average of 1,000 unique visitors a month before November 1999.

Newsletter

Published three times a year, the newsletter updates readers on the most recent news and initiatives of the Ms. Foundation. We place a special emphasis on showcasing grantees' work, bringing their voices to a national audience. The newsletter's circulation of more than 3,000 people and institutions includes grassroots leaders, public officials, foundations, corporations, individual donors, and the general public. Visit www.ms.foundation.org to read our latest newsletter.

Reports

The Ms. Foundation documents and analyzes all of our work, and our reports capture the lessons we learn working with girls, grassroots organizers, public policy advocates, and funders. Publications, including this annual report, are available to download at our website (www.ms.foundation.org); check back regularly to view new reports.



Girls having fun at Reaserth for Action, a grantee organization of the Collaborative Fund for Healthy Girls/Healthy Women

membership

Since our inception in 1972, the Ms. Foundation for Women has influenced the broader philanthropic community through our innovative grantmaking and our work with women philanthropists, funding collaboratives and donor circles. We also shape the direction of philanthropic giving through our active participation and leadership in several prominent affinity groups. In fiscal year 2000, the Ms. Foundation held memberships in the following organizations:

- Affinity Group on Population, Reproductive Health and Rights
- Association for Enterprise Opportunity
- Business for Social Responsibility
- Funders Concerned About AIDS
- Grantmakers for Children, Youth, and Families
- Grantmakers in Health
- Grantmakers Income Security Task Force
- National Lesbian and Gay Community Funding Partnership
- National Network of Grantmakers
- National Society of Fundraising Executives
- Neighborhood Funders Group
- New York Regional Association of Grantmakers
- Planned Giving Group of Greater New York
- Women's Funding Network
- Women in Development
- Women and Philanthropy

philanthropy

Women and girls transform lives every-day through their words, actions, and leadership. Women are making their neighborhoods safe, and learning to walk without fear. They are fighting restrictions on their reproductive freedom, and winning. And girls are discovering the power that their voices and dreams hold, setting their feet firmly on the path to healthy womanhood.

Since 1972, the Ms. Foundation has supported women and girls, helping them make their dreams a reality. We often identify and fund the most pressing issues in their lives well before other funders, directing the flow of millions of philanthropic dollars to cutting-edge programs on child care, employment, reproductive health, and freedom from violence. Most of all, we listen to women and girls, providing them with the resources, skills, and hope they need to govern their own lives and influence the world around them.

We invite individuals, foundations, and corporations to join us in this extraordinary work. From attending one of our unique events to joining a collaborative fund or funding circle, the Ms. Foundation offers many opportunities

for you to learn more about our work, partner with foundation staff to help design programs and determine grant-making directions, and connect more closely with women and men who share your commitment to making the world a better place.

BECOMING A DONOR

When you give to the Ms. Foundation for Women, you join a community of visionary women and men whose passion and commitment are changing lives for the better. Whether you give \$50 or \$5 million, you help to shape an equitable, just society for women and girls, and their families and communities. Here's how you can help:

Individual Gifts

- Make an unrestricted gift to the Ms. Foundation. Your gift not only supports the institution, but also allows us the flexibility to fund promising, proven, and/or strategic projects.
- Designate your gift to one of our program areas. We can help you explore opportunities to make gifts that most closely match your own interests.
- Make a gift to honor or memorialize a friend, relative, partner, or anyone else you admire. We will notify the person or her/his friends and family that such a gift has been made.
- Create a bequest or trust naming the Ms. Foundation as a beneficiary of your estate.
- Join our Circle of Friends, and make a special commitment to our mission and goals. Membership is \$1,000 a year, and includes participation in exclusive events and advance invitations to regular foundation events throughout the U.S.
- Donate stocks or bonds.

Leaving a Legacy

When one of Edith VanHorn and Shirley Cucchi's closest friends, Ruth Kulow, suffered a debilitating stroke in 1990, it was a wake-up call to put their affairs in order. Not only did they want to provide for Ruth should anything happen to them, but they wanted to be the ones making decisions about where their assets would go.

As Edith and Shirley began to draw up their will and trust, the most important questions they asked themselves were, "What have our lives always been about? Who are our dearest friends?" The answer to both questions was, "Women."

Edith and Shirley were feminist activists who spent much of their lives speaking out for women's rights. It was clear to them that the best way to carry on their work for future generations was to invest in an organization whose mission closely matched their ideals. So they decided to leave their entire estate to the Ms. Foundation for Women.

A decade later, the Ms. Foundation is proud and grateful to acknowledge Edith and Shirley's gift of nearly half a million dollars. Thanks to their generosity, their legacy will live on in all our work to transform the lives of women and girls.

- Contribute to our endowment, which provides us with a lasting source of support, ensuring that we can fund women's and girls' issues for years to come.

Foundation Gifts

- Make an unrestricted gift to the Ms. Foundation, which not only supports the institution, but also allows us the flexibility to fund promising, proven, and/or strategic projects.

- Support one of our innovative initiatives, which help grassroots organizations protect women's health and safety, lift women and their families toward economic self-sufficiency, and nurture girls' leadership skills.

- Match an employee's contribution.
- Underwrite one of our special events.

- Contribute to our endowment, which provides us with a lasting source of support, ensuring that we can fund women's and girls' issues for years to come.

Corporate Gifts

- Make an in-kind contribution to the Ms. Foundation.

- Make an unrestricted gift to the Ms. Foundation, which not only supports the institution, but also allows us the flexibility to fund promising, proven, and/or strategic projects.

- Support our innovative initiatives, which help grassroots organizations to protect women's health and safety, lift women and their families toward economic self-sufficiency, and nurture girls' leadership skills.

- Become a corporate sponsor of Take Our Daughters to Work® Day, our

successful public education campaign that reaches millions of girls nationwide each year.

- Sponsor one of our special events.

- Match an employee's contribution.

- Contribute to our endowment, which provides us with a lasting source of support, ensuring that we can fund women's and girls' issues for years to come.

TAKING YOUR GIFT TO THE NEXT LEVEL: DONOR PARTNERSHIPS

Have you ever wanted to meet the women and girls who benefit the most from your philanthropic gifts? Do you want to learn more about microenterprise development or the latest research on girls? The Ms. Foundation offers several opportunities for individual, corporate, and foundation donors to connect more closely with a community of funders and grassroots activists committed to transforming the lives of women and girls. Consider joining us in an active funding partnership that will show you the power you have to change the world.

Funding Circles

Funding circles bring together individual donors who share a common concern. Members pool their gifts, and plan and implement grantmaking strategies. Working closely with Foundation staff, funding circles design criteria, review proposals, and select grant recipients.

Commitment: \$25,000 per year (minimum)

Donor-Advised Funds

You can establish a donor-advised fund at the Ms. Foundation and recommend specific projects or organizations for

Partnering for Change

In a rapidly changing world of new technology and ways of communicating, the Ms. Foundation recognizes that a dynamic, informative website is one of the best ways to move forward our mission. Web development firm IDEV agrees, and has committed to an in-kind contribution of website strategy, design, and services valued at \$100,000.

The foundation's relationship with IDEV and its Vice President of Strategy and Consulting, Anne Kobus, began in the fall of 1999, when we contracted with IDEV to launch a streamlined, professional website. A redesign of the official Take Our Daughters to Work® Day website soon followed, establishing a strong and effective web presence for both the foundation and our first highly successful public education campaign.

Anne was particularly pleased to work with the Ms. Foundation, saying, "We welcomed the opportunity to advance the goals of the foundation—goals that are supported by IDEV as a company, and by each member of the foundation's website development team. In fact, several of our producers stepped up and requested assignment to this account!"

Determined to help the Ms. Foundation's website keep pace with our ever-changing needs, Anne encouraged IDEV's senior management team to commit to an in-kind contribution. She states, "I am passionate about the potential of a strong, integrated Web strategy to make a real difference for any business or organization, and want to be able to provide this at the highest level for the Ms. Foundation."

IDEV's contribution includes a \$25,000 gift to the Take Our Daughters to Work® Day 2001 website budget, and \$40,000 in web strategy consulting for the Ms. Foundation and Take Our Daughters to Work® websites. In addition, IDEV and the Ms. Foundation are jointly developing materials and presentations with a focus on women, girls, and technology to highlight their commitment to this critical area.

Anne values this new partnership with the foundation, viewing it as an ideal way to mesh her professional and personal commitments. She says, "As a woman executive in a high-tech company, and the mother of two teenage girls, I am delighted to have the chance to make a difference for girls and women through the collaborative efforts of IDEV and the Ms. Foundation."



2000 Gloria awardees Lakita Logan, Que Dang, Amara Pérez and Shelley Gaines pose with Gloria Steinem (center).

Lending a Hand to Women

When Pamela Erwin, president of the Wells Fargo Foundation for California, first heard of the Collaborative Fund for Women's Economic Development, she realized that it presented the perfect opportunity to expand her institution's own mission of building women's businesses.

"For more than eight years, Wells Fargo has been the leading lender in the U.S. to women-owned small businesses through our Women's Loan Program, and we have a special commitment to fund women-owned businesses," says Pam. "It made sense to partner with the Ms. Foundation to help women at the grassroots level build successful enterprises."

In 2000, Wells Fargo Foundation contributed \$150,000 to the fund, bringing its expertise and perspective as a West Coast-based company to the table. Pam likes the mutual

exchange of ideas, stating, "Being part of the collaborative fund is a unique opportunity for us, because as funders, we're not often asked to sit at a table with other visionaries to help create a program. It's exciting to participate in implementing this program and choosing grantee organizations."

After becoming a Collaborative Fund partner, Wells Fargo Foundation gave an additional \$25,000 to the 2000 Institute on Women and Economic Development, helping to provide much-needed financial and educational resources for women. This was also a natural extension of Wells Fargo's mission. As Pam says, "The goals of Wells Fargo and the Ms. Foundation are the same: to grow women's businesses, helping women become self-sufficient. This is who we are as a company, in a business and philanthropic sense. Working with the Ms. Foundation is the perfect fit."

funding that are in keeping with the Ms. Foundation's mission. Examples of donor-advised funds are the Sophia Fund and the Gloria Steinem Fund.

Commitment: Initial contribution of \$50,000, with an additional \$100,000 within the first two years of establishing the fund

Collaborative Funds

Collaborative Funds pool the resources of corporate, foundation, and individual donors to create maximum impact in particular fields of interest. Donor partners participate in site visits and the selection of grant recipients. The Ms. Foundation currently administers two collaborative funds: the Collaborative Fund for Women's Economic Development, and the Collaborative Fund for Healthy Girls/Healthy Women.

Commitment: Foundations and corporations: \$150,000 over three years (minimum), Individuals: \$75,000 over three years (minimum)

CELEBRATING THE MS. FOUNDATION: SPECIAL EVENTS

Whether you are a longtime donor or new to our work, attending a Ms. Foundation event is one of the best ways to meet the women and girls whose work we fund and connect with other donors and activists who share your interests. Our special events, a primary source of unrestricted funding for the foundation, honor our donors and grantee organizations while celebrating their contributions to the foundation's success. Highlights from the past year include:

12th Annual Gloria Awards: A National Salute to Women of Vision

The spirit of girls was in the hearts and minds of the over 600 people who attended the 12th Annual Gloria Awards on May 22, 2000. Hosted by Gloria Steinem and Ms. Foundation President Marie C. Wilson, this event, our largest fundraiser of the year, honored "Girls and Young Women Leading: Ready or Not!" This year, we recognized four extraordi-

nary young leaders dedicated to helping girls transform their lives and communities: Que Dang, of Asians and Pacific Islanders for Reproductive Health—HOPE for Girls Initiative, Long Beach, California; Shelley Gaines, Girls Resiliency Project, Sod, West Virginia; and Amara Pérez and Lakita Logan, Sisters in Action for Power, Portland, Oregon.

The foundation also honored Irene Wamsler-Snow of New York City, who had the courage and the foresight to start the Women and AIDS Fund at the Ms. Foundation, with a Philanthropic Vision Award. MTV Networks received a Corporate Philanthropy Award, accepted by Chairman and CEO Tom Freston, for its dedication to involving young people in community activism and national politics.

Special thanks go to our corporate chair and our industry co-chairs for making the 12th Annual Gloria Awards our most successful event yet.

Corporate Chair

Michael J. Campbell, Managing Director, Credit Suisse First Boston Private Client Services, New York, New York

Industry Co-Chairs

■ Carole Black, President and CEO, Lifetime Television, New York, New York

■ Denise W. Gibson, Vice President, General Manager for Personal Communications Sector, Motorola, Inc.; Libertyville, Illinois

■ Rochelle Korman, Partner, Patterson, Belknap, Webb & Tyler LLP; New York, New York

■ Carol Reuter, President and CEO, New York Life Foundation; New York, New York

■ Westina Matthews Shatteen, First Vice President, Corporate Responsibility, Merrill Lynch & Co., Inc.; New York, New York

■ Nancy Walker, Vice President, Communications, Ortho-McNeil Pharmaceutical; Raritan, New Jersey

11th Annual Comedy Hour at Carolines

On November 15, 1999, the famed Carolines on Broadway held a special performance benefiting the Ms. Foundation, bringing together our donors, friends, and colleagues to laugh for a good cause. Co-hosted by Gloria Steinem, author and activist; Caroline Hirsch, president of Carolines on Broadway; and Marie C. Wilson, president of the Ms. Foundation, this year's event had an added element of excitement—for the first time ever, it was broadcast live on the World Wide Web. Audiences live and virtual enjoyed the sharp wit and smart comedy of Judy Gold, Kim Coles, Joy Behar, and others who generously donated their time and talent to the Ms. Foundation.

New World of Financial Planning and Progressive Philanthropy

Helping women make connections and learn something new is the focus of many of our events. On December 10, 1999, the Ms. Foundation and the Women Donors Network hosted the New World of Financial Planning and Progressive Philanthropy. This seminar featured small group discussions led by experts in the

Making Connections

Since its inception, The Brico Fund, a private foundation in Milwaukee, Wisconsin, has regarded two issues as integral to women's lives: economic security and reproductive health. "Financial independence and reproductive choice are central to women being in control of their own lives," points out Mary Louise Mussoline, executive director of the Brico Fund.

This commitment to women's economic and health issues is what first attracted the Brico Fund to the Ms. Foundation. "When I began to learn more about the Ms. Foundation, I could see how much we had in common in the way we viewed women's lives and work," says Mary Louise. "In addition, the foundation had the vision and experience to make real change in women's lives across the country."

Lynde Uihlein, founder of The Brico Fund, agrees: "The Ms. Foundation has a strong history of leadership on women's issues, and I was

impressed by how much they've done with so few resources. The foundation gets results."

In 1999, The Brico Fund joined the Collaborative Fund for Women's Economic Development, pledging \$150,000 over the course of three years. After learning more about the Ms. Foundation's reproductive rights work, the Fund also gave \$30,000 to the Reproductive Rights Coalition and Organizing Fund.

Since then, both Mary Louise and Lynde have come to appreciate their newfound national perspective on women's grassroots organizations, and the relationships they have formed with other funders, grantee organizations, and Ms. Foundation staff. "What we see going on around the country helps fuel our own efforts to innovate at Brico. It's energizing," says Mary Louise. "Once we've made connections at the national level, it's easier to increase the impact of social change efforts in our local communities."

financial and philanthropic fields, who taught strategies for managing money and turning social vision into philanthropy. The opportunity to meet a community of women who are interested in philanthropy and lunch with Gloria Steinem were highlights of the event.

Contact Us

The Development Department can pro-

vide information on how to partner with the Ms. Foundation to create a better world for women and girls.

Please contact us at:

Ms. Foundation for Women
120 Wall Street, 33rd Floor
New York, NY 10005

Phone: 212-742-2300

E-mail: develop@ms.foundation.org

www.ms.foundation.org

Giving to Change Lives

Irene Wamster-Snow was in her twenties when she received the bad news that she was HIV positive. Instead of dampening her spirit, this made her resolve to help other women. She became an advocate for HIV-positive women and their families, helping form grassroots community support networks so they could organize to raise their voices and meet their needs.

Through her work, Irene saw firsthand how community activism could change the lives of women with HIV and AIDS. She also saw how hard it was for them to find the resources they needed because women's voices were not represented in the national mainstream AIDS advocacy movement. So Irene

made the difficult, yet empowering, decision to leave her direct political advocacy work, founding the Women and AIDS Fund (WAF) at the Ms. Foundation in 1996.

"I decided to house the Fund at the Ms. Foundation because they know how to work with and listen to local women's organizations," says Irene, who gives between \$50,000 to \$75,000 a year to WAF. "The Foundation knows that building a grassroots movement takes time, but they also know what it takes to nurture and grow a movement. Plus, the Ms. Foundation had faith in me, giving me the confidence to take this step in my life."

Today, WAF remains the only fund solely dedicated to supporting organizations run by and for women with HIV and AIDS, meeting a vital need for hundreds of women across the country. Irene, who received a 2000 Gloria Award, has never regretted her decision to move from a grassroots activist to a philanthropist activist, saying, "When I think about philanthropy, I realize that many people give to causes that they believe in, but that aren't truly a part of their lives. But when we as women support women's issues, that's an extremely close, | personal connection. In essence, we're giving to improve our own lives."



The Women's Housing and Economic Development Corporation, an Economic Security grantee, runs a community childcare center.

*Listings represent gifts made
July 1, 1999 to June 30, 2000*

Corporate Partners

\$50,000+

- The Chase Manhattan Foundation
- Citigroup Foundation
- Donaldson, Lufkin & Jenrette
- Hitachi Foundation
- Levi Strauss Foundation
- Merrill Lynch & Co., Inc.
- Ortho-McNeil Pharmaceutical
- Wells Fargo Foundation

Corporate Partners

\$25,000-49,999

- American Express Company
- Gap Inc.
- Lifetime Television
- MTV Networks
- New York Life Insurance Company
- Washington Mutual Fund

Corporate Partners

\$10,000-24,999

- American Express Foundation
- ARCO Foundation
- Chase Manhattan Bank

Corporate Partners

\$1,000-9,999

- Alliance Capital Management LP
- Arthur Andersen
- Avon Financial
- AXA Foundation
- Bank of New York
- BSMG Worldwide
- Comedy Central
- CommonHealth
- Deloitte & Touche
- DeraCom Conference Call Services
- Edelman Public Relations Worldwide
- Eileen Fisher, Inc.
- Emigrant Funding Corp.
- Epstein Becker & Green, P.C.
- Federated Department Stores Foundation
- Fleet Meehan Specialists, Inc.
- Ford Motor Company
- Hearst Magazines
- Hershey Trust Company
- The John W. Hill/Hill and Knowlton Foundation
- Hilton Hotels Corporation
- IBM Corporation
- Katz Media Group
- Lehman Brothers
- Levine Thall Plotkin & Menin
- Liberty Media for Women
- Logos Unlimited
- Lowe Lintas & Partners
- Macy's East
- Mancini Duffy
- Milbank, Tweed, Hadley & McCloy LLP
- The New York Times Company
- Northrop Grumman Corporation
- Ogilvy & Mather Worldwide
- Ortho Dermatological
- Prudential Insurance Company of America
- Random House, Inc.
- Reebok International Ltd.
- Renaissance Unlimited, Inc.
- Salomon Smith Barney
- Schroder & Co., Inc.
- Securities Industry Association
- The Slomin's Shield

partners in philanthropy

- Disney/ABC Cable Networks
- Ford Motor Company Fund
- Goldman, Sachs & Co.
- Grand Marnier Foundation
- Verizon Foundation
- KPMG LLP
- The Limited, Inc. and Intimate Brands, Inc.
- Lockwood & Associates Ltd.
- MetLife
- Patterson, Belknap, Webb & Tyler
- Sara Lee Foundation
- Joseph E. Seagram & Sons, Inc.
- Whirlpool Foundation
- Women's National Basketball Association

- Texaco, Inc.
- Time Warner Inc.
- UNISYS Corporation
- The Wireless Foundation

Corporate Partners Under \$1,000

- Aetna U.S. Healthcare
- After Five Productions, Inc.
- Flemming, Zulack & Williamson, LLP
- Geologistics Services, Inc.
- Golin/Harris International
- Goodman & Zuchlewski, LLP
- Grand Hyatt New York
- iVillage
- John Hancock Charitable Trust
- JP Morgan
- Landmark Communications
- Leader & Berkon
- N.S. Bienstock, Inc.
- Philip Morris Companies Inc.
- RMS Fashions, Inc.
- Thompson Technology
- Urban Policy Strategies

Foundation/Institutional Partners \$50,000+

- Alvin and Fanny Thalheimer Foundation
- The Brico Fund
- Edna McConnell Clark Foundation
- Robert Sterling Clark Foundation
- Educational Foundation of America
- The Ford Foundation
- French American Charitable Trust
- Gaea Foundation
- General Service Foundation
- The George Gund Foundation
- Jacobs Family Foundation
- W.K. Kellogg Foundation
- John D. & Catherine T. MacArthur Foundation
- McKay Foundation
- The John Merck Fund
- Moriah Fund, Inc.
- Charles Stewart Mott Foundation
- New-Land Foundation
- Open Society Institute
- David & Lucile Packard Foundation

- The Scherman Foundation
- Women's Foundation of Colorado

Foundation/Institutional Partners \$25,000-49,999

- Bruner Foundation
- Susie Tompkins Buell Foundation
- The Wallace Alexander Gerbode Fund
- Gill Foundation
- Hite Foundation
- The Albert A. List Foundation
- Marin Community Foundation
- National Mah Jongg League, Inc.
- Jessie Smith Noyes Foundation
- White Birch Foundation
- Anonymous Donor

Foundation/Institutional Partners \$10,000-24,999

- The Buffett Foundation
- California Wellness Foundation
- The Leo Model Foundation
- The Underdog Fund of the Tides Foundation

Foundation/Institutional Partners \$1,000-9,999

- AFL-CIO
- Chicago Foundation For Women
- The Community Foundation for the National Capital Region
- Cumming Foundation
- Dickler Family Foundation
- Katz Family Foundation
- The Seth A. and Beth S. Klarman Foundation
- Shaler Adams Foundation
- The Sister Fund
- Solidago Foundation
- Sonya Staff Foundation
- Daniel K. Thorne Foundation
- Three Guineas Fund

Foundation/Institutional Partners Under \$1,000

- Berkshire Taconic Community Foundation, Inc.
- Charles Hertzog Foundation

- Hudson-Webber Foundation
- New York Community Trust

Corporate & Foundation Matching Gifts

- Aetna U.S. Healthcare
- American Express Foundation
- BD Matching Gift Program
- The Chase Manhattan Foundation
- The Ford Foundation
- J. Paul Getty Trust
- John Hancock Charitable Trust
- Hershey Trust Company
- Hudson-Webber Foundation
- JP Morgan
- Microsoft Matching Gifts Program
- Philip Morris Companies Inc.
- Prudential Foundation Matching Gifts
- TCF National Bank

Collaborative Fund for Women's Economic Development

Third Round:

July 1, 1999 to June 30, 2005

Commitment: Foundations and

Corporations: \$150,000

over three years (minimum)

Individuals: \$75,000

over three years (minimum)

** Joined or renewed their support, July 1,*

1999-June 30, 2000

- Alvin and Fanny Thalheimer Foundation*
- Appalachian Regional Commission
- The Brico Fund*
- The Chase Manhattan Foundation*
- Citigroup Foundation*
- Edna McConnell Clark Foundation*
- Flora Family Foundation
- The Ford Foundation
- French American Charitable Trust*
- Carol Guyer
- Hitachi Foundation*
- Hite Foundation*
- Jacobs Family Foundation*
- The Albert A. List Foundation*
- John D. & Catherine T. MacArthur Foundation*

- Bambi Mac Donald estate
- McKay Foundation*
- The John Merck Fund
- Charles Stewart Mott Foundation*
- Ms. Foundation for Women*
- Lindsay D. Shea*
- Wells Fargo Foundation*

10th Institute on Women and Economic Development

- ARCO Foundation
- The Chase Manhattan Foundation
- Donaldson, Lufkin & Jenrette
- The Ford Foundation
- Levi Strauss Foundation
- The John Merck Fund
- Charles Stewart Mott Foundation
- Sara Lee Foundation
- Mary Lou and George Shott
- Wells Fargo Foundation
- Washington Mutual Fund
- Anonymous Donor

Collaborative Fund for Healthy Girls/Healthy Women

First Round: July 1994-June 30, 2001

Commitment: Foundations and Corporations: \$150,000 over three years (minimum)

Individuals: \$75,000 over three years (minimum)

In the first round, exceptions were made for women's funds and special interest funds

** Joined or renewed their support July 1, 1999-June 30, 2000*

- Astraea National Lesbian Action Foundation
- Arthur M. Blank Foundation
- Bruner Foundation*
- Susie Tompkins Buell Foundation*
- California Wellness Foundation*
- Chicago Foundation For Women*
- The Ford Foundation
- Fund for the City of New York
- Gaea Foundation*
- Girl's Best Friend Foundation
- The George Gund Foundation*

- Polly H. Howells*
- Levi Strauss Foundation*
- Amy Liss*
- John D. & Catherine T. MacArthur Foundation*
- Moriah Fund, Inc.*
- Charles Stewart Mott Foundation
- Ms. Foundation for Women*
- National Mah Jongg League, Inc.*
- Open Society Institute*
- Ortho-McNeil Pharmaceutical
- Proctor and Gamble
- Remmer Family Foundation
- Joseph and Florence Roblee Foundation
- Sara Lee Foundation
- Shaler Adams Foundation*
- Caroline and Sigmund Schott Foundation
- Lindsay D. Shea*
- Starry Night Fund*
- Andrea Stern and Judith Stern Peck
- Tides Foundation
- The Westchester Fund for Women and Girls of The Westchester Community Foundation
- Whirlpool Foundation
- Women's Foundation of Colorado*
- WPWR-TV Channel 50 Foundation
- Anonymous Donor*

Reproductive Rights Coalition & Organizing Fund

- The Brico Fund
- Robert Sterling Clark Foundation
- Dickler Family Foundation
- Susan Dickler
- Educational Foundation of America
- The Ford Foundation
- General Service Foundation
- The Wallace Alexander Gerbode Foundation
- Susan Hessel
- The George Gund Foundation
- The Albert A. List Foundation
- The John Merck Fund
- Moriah Fund, Inc.
- Jessie Smith Noyes Foundation
- Open Society Institute

- David & Lucile Packard Foundation
- The Scherman Foundation
- Turner Foundation
- Anonymous Donor

Democracy Funding Circle July 1, 1999-June 30, 2001

Commitment: Foundations, Corporations, and Individuals: \$25,000 per year

** Joined or renewed July 1, 1999-June 30, 2001*

- The Chambers Family Fund*
- Nancy Meyer
- New Prospect Foundation
- Emily A. Rosenberg*
- Shaler Adams Foundation*
- Ronna Stamm
- Starry Night Fund
- White Birch Foundation*
- Anonymous Donors

Donor Advised Funds:

To establish a Fund, the Ms. Foundation requires an initial contribution of \$50,000, with an additional \$100,000 within the first two years of establishing the Fund

Gloria Steinem Fund

- Patricia T. Carbine
- Ofelia Garcia
- Grand Marnier Foundation
- Emily R. Kessler
- Rochelle Korman
- Lifetime Television
- Laura S. Norman
- Harilyn Rousso
- The Sister Fund
- Diane Sawyer
- Franklin A. Thomas
- Jennifer Warburg
- Anonymous Donor

The Fairy Godmother Fund

- Anonymous Donor

The Sophia Fund

- Lucia Woods Lindley

Women & AIDS Fund

The Advisory Board for this Fund (which assists Ms. Foundation staff with selection of grantees and, where applicable, technical assistance to groups) consists of experts in the field and donors. Donors contribute a minimum of \$20,000 per year.

- Larry Condon
- Anne Helen Hess and Craig Kaplan
- Gill Foundation
- Eve S. Rosahn and Marion Banzhaf
- Sonya Staff Foundation
- Dr. & Mrs. Karl Wamsler
- Irene Wamsler-Snow

Women & Labor Fund

- AFL-CIO
- Susan and Charles Knight
- Solidago Foundation

Individual Partners**\$50,000+**

- Polly H. Howells
- Susan and Charles Knight
- Lucia Woods Lindley
- McKay Foundation
- Alida R. Messinger
- Lindsay D. Shea
- Starry Night Fund
- Turner Foundation
- Dr. & Mrs. Karl Wamsler
- Irene Wamsler-Snow
- 3 Anonymous Donors

Individual Partners**\$25,000-49,999**

- Barbara Dobkin
- White Birch Foundation
- Mary Lou and George Shott
- Jennifer Warburg

Individual Partners**\$10,000-24,999**

- Dr. Camille O. Cosby
- Abigail E. Disney
- Anne Helen Hess and Craig Kaplan
- Amy Liss

- Sidne Long
- Andrea Stern
- Marlo Thomas and Phil Donahue
- Marie C. Wilson and Nancy Lee
- 2 Anonymous Donors

Individual Partners**\$1,000-9,999**

- Alan and Arlene Alda
- Albert Penick Fund
- Isabel Allende
- Dr. Suzanne Barnett
- Amelia and Richard Bernstein
- Susan Beyrle
- Freya and Richard Block
- Jean Shinoda Bolen, M.D.
- Elizabeth T. Boris
- Julie Meyers Brock and Thomas W. Brock
- Shifra Bronznick
- Elizabeth E. Bruton
- Lucinda Bunnan
- Annemarie Cairns
- Patricia T. Carbine
- Deborah and Bill Carstens
- Susan N. Clark
- Glenn Close
- Larry Condon
- Valerie Coster
- Annette P. Cumming
- Quinn Delaney
- Susan Dickler
- Linda Dodwell
- Marta Drury
- Irwin P. Edlavitch
- Elizabeth Wallace Ellers
- Mrs. John Elliott Jr.
- Titia Ellis
- Dorothea Benton Frank
- Eleanor Friedman and Jonathan Cohen
- Mrs. Phyllis Friedman
- Suzanne Frye, M.D.
- Adrienne Germain
- Jill and James Gibson
- Carol A. Gilligan
- William Goldman
- Katharine Graham
- Alice Greenhouse

- Katherine Grover and Michael J. Campbell
- Nadine Hack
- Dr. Susan Hanson
- Jean V. Hardisty
- Harriett Harrow
- Trip Hawkins
- Susan Hessel
- Esther B. Hewlett
- Caroline P. Hirsch
- Kathryn S. Hirsch
- Helen LaKelly Hunt
- Julia A. Irvine
- Marjorie Fine Knowles
- Rochelle Korman
- Ronya Kozmetsky
- Elizabeth and David Kruidenier
- Lorene S. Lamb
- Deborah J. Landau
- Marta Jo Lawrence
- Mary Carolyn Lee
- Lilo and Gerard Leeds
- Deborah Ann Light
- Margaret Legg Lynch
- Cynthia McLachlan
- Ruth M. Messinger
- Nancy Meyer and Marc Weiss
- Paulette J. Meyer and David A. Friedman
- Gloria W. Milliken
- Starr Moore
- Stewart Mott
- Katharine B. Mountcastle
- Martina Navratilova
- Joanne Woodward Newman
- Judith Norris
- Kay and Peter Nosler
- Joan Palevsky
- Judith Stern Peck
- Sarah Peter
- Rosemarie and Richard Petrocelli
- Marnie S. Pillsbury
- Letty Cottin Pogrebin and Bert Pogrebin
- Amy K. Posner and Deborah Novak
- Lynn Povich and Stephen Shepard
- Wendy D. Puriefoy
- Rev. Katherine H. Ragsdale
- Dr. Jeanne Raisler and Dr. Jon Cohn



Judy Gold, Sommore, and Kim Coles, three comedians who donated their time and talent to the 11th Annual Comedy Hour

- Susanne H.Redetzki
- Ann R.Roberts
- Nancy Roberts
- Teresa L.Roberts
- Eve S. Rosahn and Marion Banzhaf
- Nancy and Miles Rubin
- Valerie Salembier
- Patricia A.Samuel
- Sheri Sandler
- Diane Sawyer
- Dorothy and Carl Schneider
- Westina Matthews Shatteen
- Ann and Herbert Siegel
- Laura Baudo Sillerman
- Ruth J. Simmons
- Susan Lewis Solomont
and Alan D. Solomont
- Helen and Thomas Spiro
- Diane Steingart
- Beth Friauf Struever
- Barkley J. Stuart
- Sara Stuart
- Charlotte L. Taylor
- Franklin A.Thomas
- Martha Thomases and John R. Tebbel
- Ann Rubenstein Tisch
- Vivian Todini
- Alice Walker
- Carolyn F. Webber
- Elizabeth Werthan
- Carolyn L.Whittle Hanlon
- Mrs.Ruth C.Wile
- Hon.Constance Hess Williams
- Margo and Irwin Winkler
- Denise Winston
- Helen and Oliver Wolcott
- 9 Anonymous Donors

Individual Partners

\$250-999

- Estelle C. Adler
- Susan M.Andersen
- Lorraine Antonello
- Maryalice and William Beinert
- Susan V. Berresford
- Elizabeth L.Bewley
- Edith S. Bingham
- Elizabeth C. Birdsall
- Karin J. Birkeland

- Dr. Gene B. Bishop
- Melissa Rodman Black
- Brenda J. Bohmann
- Minx Boren
- Eva and David Bradford
- Susan S. Branch
- Bright Flame
- Lisa H.Buksbaum
- Charlotte A. Bunch
- Barbara Burnim
- Ray H.Burton
- Lelia Carroll
- Mrs.Helen Bill Casey
- Juliet S. Cassone
- Denise E.Cavanaugh
- Susan Clark
- M.Dayton Conklin
- Janet M.Conn
- Virginia P. Corsi
- Nina D'Ambra and
Martin J. Goldberg
- Mona J.E.Danner
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- Stephen Hanson
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**Donations have been made in honor
of/in memory of:**

- all women
- all the women in Judith Baker's family
- Andrea L.Ames
- Jesa Barns
- Lucy Miriam Bellam
- Margaret Bergfors
- Marie Coop Bill
- Blanche Groseclose Bond
- Dale F. Brautigan
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- Dorothy Lazenby Shannon
- Jane Sherman
- Dr. Shlepian
- Mary Silkman
- Rose Silvers
- Ruth and Nancy Simmons
- Arlene Skorich's mother,
daughter, granddaughter, son
and grandson who are all
"pro-choice feminists"
- Irene Wamsler Snow
- Eliza Stamper Sparks
- Ann Spitzner
- Gloria Steinem
- Susan Stratton
- Phyllis Olson Stark
- Andrea Subertova
- Tevy and Charlie
- Marlo Thomas
- Ann Tobin
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- Marjorie Tuit
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- Jean S.Vefeades' Mom
- Frederica (Flicka) von Stade
- Joe Wallace
- Irene Watson
- Catherine Weeks' daughters
- Filomena Weinmann
- Mary Weller
- Betty L. Wells' activist Mother
- WIN
- Patricia Crozier Wishart
- Nicole Daine Yabarra
- Lena Yost

- Brittany Rose Young
- Beulah Yount

The Ms. Foundation was the recipient of bequests totaling \$785,571 this year:

- Edith VanHorn/Shirley Cucchi with a total bequest of \$446,367
- Bambi McDonald with a total bequest of \$312,617
- Vera Skubic with a total bequest of \$26,587

Thank you to all of those individuals, corporations and foundations who provided us with talent,time, goods and services voluntarily.

A special thank you to all who contributed to the Ms. Foundation for Women through the Combined Federal Campaigns and by having their employers match their donations.

Winnie Tam & Co., P.C.

Certified Public Accountants

40 Exchange Place, 12th Floor
New York, New York 10006
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INDEPENDENT AUDITORS' REPORT

To the Board of Directors
Ms. Foundation For Women, Inc.
New York, New York

We have audited the accompanying statement of financial position of Ms. Foundation For Women, Inc. as of June 30, 2000 and the related statements of activities and cash flows for the year then ended. These financial statements are the responsibility of the Ms. Foundation For Women, Inc.'s management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audit provides a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Ms. Foundation For Women, Inc. as of June 30, 2000 and the change in its net assets and its cash flows for the year then ended in conformity with generally accepted accounting principles.



New York, New York
September 18, 2000

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total All Funds
Revenues, Gains, and Other Support				
Grants and contributions	\$ 1,638,366	\$ 11,981,902	\$ 45,616	\$ 13,665,884
In kind contributions	6,728			6,728
Special events	712,415			712,415
Investment income	327,537	311,456		638,993
Net realized gains/(loss) on investment transactions	1,503,523	(9,032)	43	1,494,534
Net unrealized gains/(loss) on investment transactions	(1,541,453)	338	(298,070)	(1,839,185)
Product and publication sales	250,398			250,398
Registration fees	33,303			33,303
Administrative fees	35,587			35,587
Other income	15,651			15,651
Total Revenues, Gains, and Other Support	2,982,055	12,284,664	(252,411)	15,014,308
Net assets released from restriction				
Satisfaction of program restrictions	4,801,648	(4,801,648)		
Total Revenues, Gains, and Other Support	7,783,703	7,483,016	(252,411)	15,014,308
EXPENSES				
Program Services				
Economic Security	1,438,678			1,438,678
Health & Safety	1,549,538			1,549,538
Girls, Young Women, and Leadership	1,032,483			1,032,483
Public Education	809,605			809,605
General and Donor-Advised Grantmaking	426,368			426,368
Total Program Services	5,256,672			5,256,672
Supporting Services				
Administrative and General	1,197,999			1,197,999
Fund Raising	942,615			942,615
Total Supporting Services	2,140,614			2,140,614
Total Expenses	7,397,286			7,397,286
Change in Net Assets	386,417	7,483,016	(252,411)	7,617,022
Net Assets as of June 30, 1999	<u>5,961,682</u>	<u>4,932,633</u>	<u>10,092,122</u>	<u>20,986,437</u>
Net Assets as of June 30, 2000	<u>\$6,348,099</u>	<u>\$12,415,649</u>	<u>\$9,839,711</u>	<u>\$28,603,459</u>

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Donna Wall
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Lynn Moy
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Institute participants get to know each other through fun-filled cultural activities

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