



2019 Annual Report

Ms. FOUNDATION
FOR WOMEN



Ms. FOUNDATION
FOR WOMEN

Mission

We build women's collective power in the U.S. to advance equity and justice for all. We achieve our mission by investing in, and strengthening, the capacity of women-led movements to advance meaningful social, cultural and economic change in the lives of women.





Ms. FOUNDATION
FOR WOMEN

2019 Annual Report

Ms. Foundation for Women
12 MetroTech Center, 26 Floor
Brooklyn, NY 11201

  @ms.foundation
 MsFoundationforWomen

212 742 2300
Forwomen.org
info@ms.foundation.org

Vision

We believe in a just and safe world where power and possibility are not limited by gender, race, class, sexual orientation, gender identity, disability or age.

We believe that equity and inclusion are the cornerstones of a true democracy in which the worth and dignity of every person are valued.

Values

Integrity

We believe in holding ourselves responsible and accountable for all that we say in order to build an aligned, principled and powerful movement for gender equity.

Trust and Respect

We believe in the truth that comes from those we work with and those most impacted by the issues affecting their communities. We believe in honoring their voices and supporting their leadership.

Interconnectedness

We believe that by achieving equity for women of color, we achieve equity for all. Given the complexity of the issues we face, we are committed to addressing all issues holistically across multiple movements and sectors.

Social Justice

We believe that structural changes are needed in order to increase opportunities for those who are least well off politically, socially and economically.

Contents

06 Board Chair Welcome Letter

08 Reflection

10 Leadership

12 Donor Profile: Joanne Smith

14 SHE Core Grants - Safety, Health
and Economic Justice

22 El Pueblo

24 Building Connections Grants

28 45th Anniversary

30 Donor Profile: Ellen Liu

32 Topline Snapshots

34 Donor - Advised Grants

35 Asian Women Giving Circle

36 President's Discretionary Grants
Gloria Steinem Fund

37 Our Time Together

40 Women With A Vision

42 Donor Profile: Yin Ling Leung

44 The Restoration of the Woman Genius

46 31st Gloria Awards: A Salute to Women

51 Endowment

52 Our Supporters: Thank You

58 Statement of Activities

A Letter From Our Board Chair

It is an exciting and hopeful time to be chairing the Board of the Ms. Foundation for Women. As a national women's foundation, we have been at the vanguard of building women's collective power in the United States for decades to advance equity and justice for all. Today, that work is more important than ever. We are wholly committed to centering women and girls of color in our work to address the systematic inequalities that continue to erode women's economic security, opportunity, and overall well-being. And over the next five years we will invest \$25 million dollars in organizations led by and for women of color. We believe this work is integral and essential to accomplishing long-lasting, meaningful change for all women by challenging the stubborn structural barriers that have stifled women's progress and protected a harmful status quo.

By 2050, women of color are projected to be the majority of women in the United States—a pivotal demographic that will be positioned to wield political power, lead culture change and shape the future of our society. But, presently, there is still much work to do to seed a pathway that will yield concrete gains in the years to come. We see the continued effects of the history of violence and oppression on women at multiple levels of society—in the criminalization and mass incarceration of

Black women and girls, in the ways that low-income women have to navigate the punitive childcare subsidy system, in sexist workplace practices that relegate women to the lowest wages and put their jobs at risk because they lack caregiving supports like paid family leave, and in the explosion of violence against the trans community. Basic access to health care, including comprehensive reproductive health services, continues to be dismantled at the state and federal levels. For women of color these conditions are only magnified.

Even with recent gains over the last year, there are still too few women in political office, particularly women of color, making it harder to change harsh policies. And yet, Ms. is clear that our collective progress must be built on investments that have real impact among all the constituencies driving change on the ground. We have invested in women of color as a core constituency because they have the backbone of nearly every grassroots movement that has sparked change in the United States. They have been on the frontlines fighting for the rights of women and girls for much of our history, but their unique contributions and challenges too often have been overlooked. The need for bold leaders to push back against divisive rhetoric and policies has never been more urgent, yet women of color receive only a slim trickle of philanthropic dollars in the United States.

I am proud that Ms. has boldly and unequivocally centered women and girls of color as its core constituency. Our strategic plan prioritizes, as part of its core strategies, investment in the leadership development and capacity building of our grantee partners in order to build resilience and achieve lasting impact. I am thrilled to share our 2019 Annual Report with you. In these pages, you will see the important work that our grantee partners are doing in the fight for gender and racial equity, inching us closer to realizing our mission and vision.

Today, as we cross the threshold of Ms.'s 45th anniversary and look towards year fifty, we are a national women's foundation excited about the future and the work that we can and will do together.

Warmly,



Jocelyn Frye
Board Chair



A Reflection by Teresa Younger

President and CEO, Ms. Foundation for Women

Forty-five years ago, our world was radically different. Let this be the beginning of the next 45 years of the Ms. Foundation. The older we get, the bolder we get, the more we're willing to speak our truths. The time has come for us to step into our power, where we can dream of the possibility of a world that we never could even imagine.

I've spent an amazingly busy five years serving as President and CEO at Ms., building on the legacy of those who came before me. I came into this role under the nation's first Black President who understood the importance of women and girls. Growing up in philanthropy under that kind of tutelage, fostering partnerships with grassroots women's foundations, and lifting up our grantees throughout the country was truly wonderful.

Amid challenging times, the Ms. Foundation has stepped boldly into its new strategic plan to assert and center women and girls of color as a point of inclusion. This has always been our work—but now we are intentional about positioning 'marginalized communities' in a place of power. To many in this country the Ms. Foundation is saying, We see you. We hear you. And we believe you.

Our strategic plan acknowledges that we must not only shift the narrative, but provide a new one. It understands that more than ever the personal is political. Consequently, we have evolved a 501 (c) (4) arm—the Ms. Action Fund—that allows us to flex our power in every political cycle and support our partners in the grassroots and lift up what's happening in their local political arenas.

I see this moment as an opportunity to build intergenerational connections. I'm constantly inspired by the young people that I meet throughout the country, as I am by the women leading incredible grassroots organizations. I honestly believe they have the answers to help and heal their communities. Our job is to ensure that they have all the tools in the tool box—every lever that they can pull—in order to get the work done effectively, while taking care of themselves in the process.

The percentage of philanthropic dollars dedicated to women and girls in this country is very small—and to women and girls of color even smaller. Women in the South are among some of the least invested in. Our work is to lift their voices and support their efforts towards social justice and equity, give them room to determine what they need, fund them outside of organized structures, and use all the resources that we have at our fingertips.

Over the next five years, the nation's first women's foundation will boldly and unapologetically champion the grassroots work of women and girls of color by directing \$25 million towards organizations that are led by them and serve them.

Adolescent girls of color are part of our core constituency. We are committed to building their resilience and leadership. Over the next three years, we will direct approximately \$3 million to creatively supporting organizations run for and by girls of color, while pushing back against the models that require them to fit into the oppression. This commitment is possible thanks to the Girls Fund Initiative, a partnership through the Novo Foundation, that develops funding and collaborative opportunities to support girls of color in the South and in the US territories.

Our message is really clear. We are calling out the mechanisms of systemic oppression—misogyny, patriarchy, sexism, racism, xenophobia and homophobia—that persist in this country. The movements that have spawned out of this oppression are the root of our work. As these movements have evolved, we, too, have expanded and refined our vision.

The question is how do we live into our vision for a just and safe world where power and possibility are not limited by race, gender, class, sexual orientation, age, or disability? And how do we live into the reality that equity and inclusion are the cornerstones of a true democracy?

Our work is concentrated around building collective power. We have built strong, trusting relationships with our partners. We are coalescing movements towards gender and racial equity. This work requires us all to sit at the table, to break down the gender binary, and to invite men and gender-nonconforming folk to be part of the conversation. As a public foundation, we build collective power by understanding that we all have a role to play. Collectively we can get there. Collectively, by challenging philanthropy, individuals, and other institutions, we can realize our vision.

Together we can make sure of that.



Teresa C. Younger

President and CEO,
Ms. Foundation for Women



Leadership

OFFICERS

Jocelyn Frye
Chair

Alicia Lara
Vice Chair

Jenna Bussman-Wise
Treasurer

Gail Wasserman
Secretary

BOARD DIRECTORS

Heather Arnet

Susan Dickler

Eve E. Ellis

Lauren Embrey

Cathie Hartnett

Alicia Lara

Suzanne Lerner

Yin Ling Leung

Simone McGurl

Seth Rosen

Jenna Scanlan

Rinku Sen

Gail Wasserman

Tom Watson

Catherine Yelverton

FOUNDING MOTHERS

Patricia Carbine

Letty Cottin Pogrebin

Gloria Steinem

Marlo Thomas

Marie C. Wilson
Honorary Founder and
President Emerita



STAFF

Teresa C. Younger

President and CEO

Rosina Barba

Vice President, Finance and Administration

Roz Lee

Vice President, Strategy and Programs

Josh Pushkin

Vice President, Development

Jasmine Banks

Manager, Digital Communications & Marketing

Stephanie K. Blackwood

Director, Major Gifts

Andréa Bradford

Director, Human Resources

Allison Buddenhagen

Development and Special
Projects Assistant

Abigail Chambers

Development Researcher

Zabrina Collazo

Program Associate, Women's Health

Ejim Dike

Safety Consultant

Camonghne Felix

Sr. Manager, Communications

Alaya Gaddy

Office Manager

Ellen Liu

Director, Women's Health

Roselande Louis

Program Associate, Economic Justice

Marlene Martinez

Finance Manager

Aleyamma Mathew

Director, Women's Economic Justice

Arelis Perallon

Finance Associate

Jadyn Petterson-Rae

Communications Coordinator

Elisabeth Platt

Manager, Donor Data and Stewardship

Maya Radiconcini

Executive Coordinator and Board Liaison

Tamara Vasan

Director, Institutional Partnerships





Q & A with Joanne Smith

Executive Director, Girls for Gender Equity



The Ms. Foundation, in its new five-year strategic plan, unequivocally, names its core constituency to be women of color and adolescent girls of color, approximately 12 years of age and up, and clearly commits to supporting transgender women and girls. Our grantee partner, Girls for Gender Equity (GGE), an intergenerational grassroots advocacy and service delivery organization, centers the voices and experiences of young women of color within the racial and gender justice movement of the 21st century.

GGE is committed to the physical, psychological, social and economic development of girls and women. Through education, organizing, and physical fitness, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives. GGE's programs develop strength, skills and self-sufficiency, enabling girls to make meaningful choices in their lives with minimum opposition and maximum community support.

We spoke to Joanne Smith, executive director of GGE—and Women of Vision honoree at the 2018 Gloria Awards—about her groundbreaking work with youth.

You've been working with girls and youth for nearly two decades. What inspired you to choose this path?

Oftentimes, I feel that this path chose me. The young people that I've worked with over the years have taught me more than I could ever teach them. As a

child, I was extremely empathetic and understanding that young people advocated for themselves but their voices weren't heard and that they were treated as invisible. It's how I felt as a young person at times so I've always been rooted in human rights work. It's my life purpose.

Can you tell us about the top three changes in your field, or shifts in culture, since you started?

One major shift has been the social justice world centering the needs of young people who are trans, nonbinary, and gender nonconforming. Another important shift has been lifting up the experiences of black and brown young people, particularly Black girls, within institutions and communities. Gender equity is an expectation in the work today which certainly wasn't the focus for many organizations when we started out in 2001.

The third huge shift has been the explicit conversations and cultural moment we're having around ending gender-based violence. Cross-partnerships have made this possible. And the fact that young people's voices are being heard—they were always saying these things, but now there are multiple avenues for them to be heard, through social media and various platforms. And, of course, the last ten years of movement building has been shaped by Occupy Wall Street, the Immigrant Rights movement, Reproductive Justice and Movement for Black Lives.

Q & A

How does taking an intergenerational approach in organizing and advocacy work make a difference?

We're here leading social justice strategies because our ancestors survived.

It's extremely important to take an intergenerational approach because of the different levels of access and viewpoints that people have at different stages of their lives. While young people have the energy and capacity to be more physically active, protest, and march, elders who have experienced similar situations in their youth possess expertise that they can lend to bolster the movement and push strategies forward.

Resources are not just money, it's the people you know, the spaces that you're able to access. Intergenerational movement building means working in tandem to access cross-generational resources, wisdom and courage to evoke change. It is the only way that movement building will lead to wins.

GGE recently launched The School Girls Deserve Campaign in New York City. In light of the violence being committed against young people by law enforcement, can you please tell us about the importance of bringing restorative justice to schools?

In October 2018, we officially launched The School Girls Deserve Campaign on the steps of New York City Hall. We've called on the Department of Education to make our city's schools safer places

and to provide a positive environment for all young people. We are constantly bombarded by the violence that young people experience in schools at the hands of law enforcement.

New York City has the fifth largest police district in the nation rooted in their schools. We understand that conflicts do occur, but we are adamantly against having a police presence in schools. When conflicts occur, communities have to be prepared to resolve them—by taking the time required to be in circle, to be in practice together to get to the root of the issue and agree on accountability measures. We believe these skills should be taught at schools because they are life-long, community-grounded skills. And they are one strategy that will support replacing law enforcement in schools to resolve issues that should be conversations.

We want youth and families to understand the importance of listening to each other, talking to each other, taking accountability, apologizing and changing behavior. This is what we're looking at as opposed to only disciplining youth and preparing them for the judicial system and prisons which is what schools often do. It's important to take the time to create the pathways for healing together. That learning should happen in schools.

In this moment in time, how can GGE leverage its position as a national organization to create change?

One year out from the 2020 election, Girls for Gender Equity announced a commitment to shape and shift the conversation happening among candidates running for President in perhaps the most pivotal election of our generation to center the needs of cis and trans Black girls. This project, A National Agenda for Black Girls, will be amplified by young people from community-based organizations across the United States.

GGE has convened a National Steering Committee of 20 Black cis and trans girls of color to develop a shared policy agenda with a focus on preventing and healing from sexual violence, host a series of digital town halls throughout the primary cycle to inform the public on the issues that matter most to Black girls in 2020, and develop a Presidential Candidate Questionnaire to educate the public on where candidates stand on the issues that matter most to Black girls.

What fuels your motivation to keep working as hard as you do? Where do hope and excitement reside for you?

It's enheartening to see young people who grow up doing this work come into their power. The love and excitement for my community and for the transformation that we're able to celebrate. I'm fueled by my comrades who push forward our causes and human rights. And I wholeheartedly believe that, collectively, we will win.

SHE Core Grants

Safety, Health and Economic Justice



The Ms. Foundation for Women has moved to a unified, overall grantmaking and capacity building program titled **Safety, Health and Economic Justice (SHE)**. Rather than individual program areas, our new approach aligns our core strategy holistically and collaboratively across social justice issues and movements. We know that in order for our program vision to succeed, it requires the expertise and thought partnership of women and girls on the frontlines of social change, and we've restructured our program to better respond to what we're learning from movement organizations and leaders.

For at least the next five years, we will have a priority focus on work by and for women and girls of color in the U.S. South and will be expanding our support for transgender women and girls of color, indigenous women and girls, and girls of color in the U.S. and U.S. territories. We have chosen to prioritize the U.S. South for several reasons, including the region's demographic and political significance. In most Southern states we see an overlay of barriers, including policies and laws that deny women and girls access to reproductive health care; a regressive agenda that blocks proactive measures for women of color to earn a living wage as evidenced by the proliferation of the Right to Work legislation; a culture of state sanctioned violence that prioritizes the criminal justice system and threatens the safety of women and girls of color and, in particular, that of

trans and queer women and girls of color. Most importantly, we recognize that organizations by and for women and girls of color are not only poised to lead – indeed, they are leading the most innovative social justice efforts of our time. By deepening our investment in them, we are supporting equity and justice for all women and girls.

Our key focus areas—safety, health and economic justice—are central to our theory of change and address the multiplicity of challenges that affect women and girls of color. As a group, women and girls of color live at the intersection of multiple systems of oppression, including white supremacy, patriarchy, colonization and unbridled capitalism. In spite of the many threats they face, women and girls of color lead thriving, resistant and vibrant social movements.

As a social justice public foundation with a mission to build women's collective power in the U.S. to advance equity and justice for all, we recognize our vital role and responsibility in philanthropy. The Ms. Foundation practices openness and transparency to build trust, accountability, and relationships in order to facilitate greater collaboration, and promote shared learning with peers, allies and the field. We welcome stakeholders to help us engage in critical and courageous conversations while valuing different perspectives and insights. We know that by expanding our relationships, we are also creating the space and resources that we need to effect transformative and systemic change.

ACT for Women and Girls—————\$50,000

Executive Director, Erin Garner Ford,
Visalia, CA.

ACT for Women and Girls (ACT) is a reproductive justice organization building power through leadership development, community organizing, advocacy, and policy change in our communities. ACT for Women and Girls builds the power of girls, youth and women in Tulare county, a rural and conservative region of California with a growing population of immigrants and people of color. ACT centers young people, holding space (physical, political and otherwise) for them to grow, heal, and develop their leadership skills. Through community engagement, political education, civic participation, ACT increases access to reproductive health services and resources while connecting constituents to broader movements, building strategic alliances, and, most recently, advocating for progressive policy at the state level.

Adhikaar for Human Rights and Social Justice**—————\$100,000

Executive Director, Pabitra Benjamin,
Woodside, NY

Adhikaar for Human Rights and Social Justice is a workers' center, a community center and a home away from home for many Nepali speaking immigrant families. They are the first and only grassroots organization serving the Nepali community in the US. Adhikaar primarily serves the Nepali, Tibetan, Bhutanese communities

and part of the South Asian community which is the second largest Asian community in NYC. Adhikaar organizes all genders but specifically immigrant women, raising awareness and empowering low income Nepali speaking immigrant workers to lead healthy and economically secure lives and develop their leadership skills so that they can advocate for themselves and their families. Adhikaar's members are new immigrants that work in the informal economic sector; most members are domestic workers and nail salon workers. Adhikaar serves on the board of the National Domestic Workers Alliance and the Healthy Nail Salon Coalition.

All Our Kin—————\$20,000

CEO, Jessica Sager, New Haven, CT

All Our Kin (AOK) trains, supports, and sustains community child care providers to ensure that children and families have the foundation they need to succeed in school and in life. Through their programs, child care professionals succeed as business owners; working parents find stable, high-quality care for their children; and children gain an educational foundation that lays the groundwork for achievement in school and beyond.

AOK helps create sustainable businesses that meet the needs of parents, children, and caregivers; transforms the narrative around family child care; elevates voices from the field, and engages key policy makers in implementing affirming policies.

Amplifier—————\$5,000

Interim Executive Director, Felicia Herman,
New York, NY

To support the Giving Circle
Infrastructure Project.

Black Women's Blueprint**—————\$100,000

Executive Director, Farah Tanis, Brooklyn, NY

Black Women's Blueprint (BWB) is a civil and human rights organization committed to amplifying the voices of women, girls, and gender-fluid people of African descent in all their diversity. Their mission is to secure social, political and economic equality for women of African descent and to demand a culture where they are fully empowered and where disparities predicated on gender, race, sexual orientation, gender identity, incarceration status, and other disparities are erased. BWB is one of the primary organizations in the country working to document, expose, and address sexual assault and violence as a human rights atrocity against women and girls of African descent, including through grassroots organizing, historical documentation, policy advocacy, direct service healing practice, and progressive participatory action research. Through this focus, BWB also works on issues of criminalization and state sanctioned violence. BWB's work places Black women and girls' lives and particular struggles squarely within the context of the large racial justice concerns of Black communities. They are committed to building movements where gender matters in broader social justice organizing.

Blueprint NC—————**\$50,000**

Executive Director, Erin Dale Byrd, Raleigh, North Carolina

Blueprint NC (BPNC) is a Black women-led project that was created to harness the power of Black women's leadership to address their needs and realize justice for all. NCBWR recognizes Black women as powerful leaders and provides a platform for Black women to build community in leadership, and to identify and address barriers to social justice, economic security, health, and other issues. It is anchored by Spirit House and Blueprint NC, and both organizations are part of NCBWR. With over 750 representatives in cities across North Carolina including Charlotte, Durham, Raleigh, Greensboro, Graham, Greenville, Fayetteville and Mebane, the organization continues to grow its base of Black women leadership to collectively build an agenda for social, political and economic power.

BYP 100 Education Fund**—————**\$100,000**

Co-Directors, Janae Bonsu and D'atra Jackson, Chicago, IL

BYP100 is an activist member-based organization of Black youth 18 to 35 year olds, dedicated to creating justice and freedom for all Black people. BYP 100 is dedicated to ending the criminalization of Black youth, dismantling the prison industrial complex, and expanding and securing LGBT and women's rights. BYP 100 aims to achieve these goals through building a collective focused on

transformative leadership development, direct action, organizing, advocacy, education, and healing justice using a Black queer feminist lens. BYP100's primary focus is on ending state sanctioned violence and criminalization, but it also works on sexual assault and violence.

California Child Care Resource and Referral Network, Parent Voices—————**\$50,000**

Statewide Organizer, Mary Ignatius, San Francisco, CA

Parent Voices (PV) is a parent-run, parent-led grassroots organization fighting to make quality child care accessible and affordable to all families. A project of the California Child Care Resource and Referral Network (the Network), this chapter organization is a partnership of parents throughout California. A Statewide Organizer works out of the Network, and local chapters are housed at child care resource and referral agencies (CCR&R's). Parent Voices combines leadership development, advocacy, and community organizing in its efforts to increase funding, improve quality, and provide better access to child care.



California Latinas for Reproductive Justice**—————**\$100,000**

Executive Director, Laura Jimenez, Los Angeles, CA

California Latinas for Reproductive Justice (CLRJ) is a statewide organization committed to honoring the experiences of Latinas/x to uphold their dignity, bodies, sexuality, and families. Using a reproductive justice framework, CLRJ builds Latinas'/x power in the core strategies of policy advocacy, community engagement, community-informed research, and strategic communications. They recognize that Latinas'/x access to culturally and linguistically appropriate health care, a living wage job, quality education, freedom from discrimination and violence, among many other issues that affect Latinas'/x daily lives, have a profound effect on Latinas' reproductive and sexual health, as well as their right to self-determination in all aspects of their lives.

Centro de los Derechos del Migrante, Inc. **—————**\$60,000**

Executive Director, Rachel Micah-Jones, Baltimore, MD/Mexico City, Mexico

Centro de los Derechos del Migrante (Center for Migrant Rights) supports Mexico-based migrant workers to defend and protect their rights as they move between their home communities in Mexico and their workplaces in the United States. With a binational, multilingual staff and geographic reach, CDM has grown in

response to increasing needs for advocacy and services, and seeks to overcome the border as a barrier to justice.

Childspace Day Care Centers, In. —————\$40,000

Chief Operating Officer, Susan A. Kavchok, Philadelphia, PA

Childspace Day Care Centers was created to provide a new model for the delivery of child care services. Recognizing that quality jobs for child care workers are an essential, but often overlooked, building block for centers seeking to provide the highest quality of care, Childspace was founded as a worker-cooperative. Childspace is nationally recognized for its highly successful quality job/quality care business model.

Children's Defense Fund Southern Rural Black Women's Initiative —————\$30,000

Southern Regional Director, Oleta Fitzgerald, Jackson, MS

The Children's Defense Fund Southern Rural Black Women's Initiative (SRBWI) is a collective of women leaders across Mississippi, Alabama, and Georgia dedicated to lifting up Black women and families in rural, impoverished areas. SRBWI works to promote a human rights agenda aimed at eradicating historical race, class, cultural, religious and gender barriers experienced by Southern rural black women.

Colorado Organization for Latina Opportunity and Reproductive Rights —————\$50,000

Executive Director, Cristina Aguilar, Denver, CO

Colorado Organization for Latina Opportunity and Reproductive Rights (COLOR) is a Denver-based grassroots nonprofit that is both Latina-led and Latina-serving. COLOR is a sisterhood of Latinas dedicated to building a movement of Latinas, their families and allies to create opportunity and achieve reproductive justice. They blend leadership development, organizing, policy advocacy and cross-movement collaboration, connecting with their base through cultural resonance and a strategic, interconnected approach to programming. COLOR's intersectional, expansive approach includes work that connects reproductive health and justice to economic justice and immigrant justice issues such as paid leave, protections from hyper-criminalization, and family separation.

El Pueblo —————\$100,000**

Executive Director, Angeline Echeverria, Raleigh, NC

El Pueblo is a statewide advocacy and public policy immigration rights organization dedicated to strengthening the Latinx community in North Carolina through leadership development, proactive and direct advocacy, education, and cultural celebration. The organization has

successfully integrated a reproductive justice framework throughout its work, including in its grassroots organizing, state-level policy advocacy, GOTV and other campaign work, and programming such as their Youth Council and Community Leadership Council.

Faces of Giving, Inc. —————\$5,000

Executive Director, Hali Lee, Brooklyn, NY

To support the Donors of Color Network – Inaugural Retreat 2019.

Girls for Gender Equity —————\$100,000**

President/CEO, Joanne N. Smith, Brooklyn, NY

Girls for Gender Equity (GGE) is a leading intergenerational grassroots advocacy and service delivery organization working to center the voices and experiences of young women of color within the racial and gender justice movement of the 21st Century. GGE works to combat the widespread gender-based violence and criminalization against people of color by uplifting their civil and human rights. GGE's programs supports transformational movement building with cis, trans, and gender nonconforming young people of color by working to develop their often-untapped leadership and advocacy potential. Through education, organizing and physical fitness, GGE encourages communities to remove barriers and create opportunities for girls and women to live self-determined lives. GGE also engages in participatory research and has released a number of reports. GGE's work serves as a

national model for engaging young women in policy and advocacy work in meaningful ways.

Kentucky Health Justice Network ————— **\$25,000**

Executive Director, Marcie Crim, Louisville, KY

Kentucky Health Justice Network (KHJN) builds the power of Kentuckians to achieve reproductive justice. Through a combination of direct support, provider advocacy, education and organizing, KHJN advances the rights of women and trans people in Kentucky. KHJN's work is guided by a reproductive justice framework, believing that reproductive rights are human rights and that all people should be able to decide if, when, and how to parent. KHJN works with women and trans Kentuckians, healthcare professionals and clinicians, and other reproductive rights, health and justice organizations to ensure that Kentuckians have access to reproductive and gender affirming health care.

Miami Workers Center ————— **\$50,000**

Executive Director, Marcia Olivo, Miami, FL

Miami Workers Center (MWC) is a strategy and action center whose purpose is to build the power and self-determination of south Florida's most oppressed communities, and help to build a progressive voice and platform that can nurture the growth of movements for social change in Florida and in the United States. MWC employs an intersectional

approach linking gender, race, and socio-economic status across our analysis and programs.

MWC works to unite and grow the power of low income immigrants and African-Americans women, girl and femmes from some of the most vulnerable neighborhoods of Miami, such as Liberty City, Overtown, Wynwood, Appalatah and Little Havana, and challenge the powers that benefit from their exploitation and oppression.

Mississippi Low Income Child Care Initiative** ————— **\$100,000**

Executive Director, Carol Burnett, Biloxi, MS

Mississippi Low Income Child Care Initiative (MLICCI) improves the child care assistance program serving low-income working parents and strengthens the financial viability of the child care centers that serve them, so that no mother has to choose between the job she needs and the child she loves. Since 1998, MLICC has been a champion for affordable child care for Mississippi's low-income working parents.

Mississippi Black Women's Roundtable** ————— **\$100,000**

Co-Convener and State Organizer, Cassandra Welch, Biloxi, MS

MS Women's Economic Security Initiative is an intergenerational state-wide network of Black women and girls working to increase voter participation and deepen civic engagement efforts that address

women's economic security and systems of poverty. MS-BWR is one of 9 affiliate organizations of the National Coalition on Black Civic Participation (NCBCP). MS-BWR is a 15 year organization that was forced into dormancy seven years ago due to health concerns of its two founding organizers. MS-BWR was re-activated in 2018 by Casandra Welchlin, Director of MS Women's Economic Security Initiative (MWESI) formerly housed at MS Low Income Child-Care Initiative (MLICCI). MS-BWR, which now houses MWESI, engages Black women and girls in Mississippi to build a bold collective agenda that centers their leadership, experience, expertise and political power.

Mujeres Unidas y Activas ————— **\$50,000**

Executive Director, Juana Flores, San Francisco, CA

Mujeres Unidas y Activas (MUA) is a membership-based Latina immigrant community organizing and empowerment program. Founded 24 years ago, MUA is a grassroots organization with a budget of over \$1.5 million and a staff of 20 that reaches thousands of Latina immigrant women throughout the San Francisco Bay Area each year. MUA has a double mission of promoting personal transformation and building community power for social and economic justice.

National Asian Pacific American Women's Forum*—————\$40,000

Executive Director, Sung Yeon Choimorrow, Chicago, IL

National Asian Pacific American Women's Forum (NAPAWF) is the leading national multi-issue organization that advocates and organizes within a reproductive justice framework to build collective power for Asian American and Pacific Islander (AAPI) women and girls. Their mission is to build collective power of all AAPI women and girls to gain full agency over their lives, their families, and their communities. They work to achieve their mission by focusing on three strategic priorities: 1) Increase the number of AAPI women leaders advancing intersectional justice through grassroots organizing and voter engagement 2) Develop & advance policies that protect and expand capacity of AAPI women and girls to make decisions about their lives, families, and communities, and 3) Become a powerful and thriving organization with the capacity, culture, and commitment to pursue their mission and realize their long-term vision.

National Black Women's Justice Institute**—————\$100,000

President, Monique W. Morris, ED.D. Berkeley, CA

The National Black Women's Justice Institute (NBWJI) is focused on the reduction of racial and gender disparities in the justice systems affecting cisgender and transgender Black women, girls, fem(mes)

and their families. NBWJI conducts research, provides technical assistance, engages in public education, promotes civic engagement, and advocates for informed and effective policies. NBWJI works independently and in collaboration with a number of domestic universities, organizations, and consultants to conduct its work on behalf of Black women and girls in the U.S. who are impacted by criminalization and the criminal justice system directly and indirectly because of their race and gender. NBWJI also works in collaboration with organizations that elevate equity discourses among all women and girls. NBWJI has produced policy briefs that inform the work of groups working to end the criminalization and push out of Black women and girls.

National Latina Institute for Reproductive Health*—————\$40,000

Executive Director, Jessica Gonzalez-Rojas, New York, NY

The National Latina Institute for Reproductive Health (NLIRH) works to build an expansive movement of Latina/x1 activists and leaders across the country as they pursue actions at local and national levels to advance reproductive justice. Using policy change, culture shift, movement building, civic engagement, and leadership development, we empower our communities and advance an intersectional agenda informed by activists on the ground. NLIRH aims to increase abortion access and affordability, advance the rights of immigrant women's

health, and eliminate reproductive health disparities for the Latina/x community.

Native American Community Board*—————\$40,000

Executive Director, Charon Asetoyer, Lake Andes, SD

The Native American Community Board (NACB) addresses issues of concern to Native American people regarding health, education, land and water rights, and economic development issues. NACB works with policymakers and communities to ensure that standardized sexual assault policies and protocols for Indian Health Services (IHS) are implemented as directed by the Tribal Law and Order Act. As part of a public education campaign, NACB engages with Native women to develop leadership skills and with federal agencies to build and support Native activists who work in the reproductive justice field. This grant will support the training and organizing of emerging Native women activists in civic engagement and reproductive justice issues in SD, OK, and NM. The grant will also support NACB's Break the Silence campaign and its advocacy for IHS to implement standardized sexual assault policies and protocols affecting women and child survivors of sexual assault.

New York Women's Foundation **\$10,000

President & CEO, Ana Oliveira, New York, NY

To support The New York City Fund for Girls and Young Women of Color.

Planned Parenthood Southeast—\$20,000

President & CEO, Staci Fox, Atlanta, GA

Planned Parenthood Southeast (PPSE) works to address health disparities in the South and ensure quality reproductive health for women, men, and families by providing comprehensive, medically accurate sex education and reproductive services while advocating for reproductive health and rights in Alabama, Georgia, and Mississippi.

Power U Center for Social Change—————\$50,000

Executive Director, James Lopez, Miami, FL

Power U Center for Social Change works with Miami-Dade County youth, parents, and school board members to win restorative justice for youth and their communities, dismantle the school-to-prison pipeline, and obtain necessary services, supports, and safety for pregnant and parenting teens.

ReproAction Education Fund——\$30,000

Co-Founder/Co-Director, Erin Matson, New York, NY

ReproAction Education Fund is a new direct action group forming to increase access to abortion and advance reproductive justice. ReproAction's vision is to uphold abortion rights and advance reproductive justice as a matter of human dignity. They are introducing a new culture of accountability and empowering reproductive rights movement and the broader progressive community to openly and enthusiastically stand up for abortion rights through campaigns, organizing, and resources.

Sister Reach*—————\$80,000**

CEO, Cherisse Scott, Memphis, TN

SisterReach is dedicated to the reproductive autonomy of women and girls of color, poor women, rural women, and their families in the state of Tennessee. MFW supports SisterReach's institutional growth, fiscal health and sustainability, and cultivation of leadership among staff. SisterReach works on the following RJ issues: comprehensive sexual health education; abortion and contraception access; criminalization of women through fetal homicide laws; ACA; provider of cultural competency to women of color; domestic violence, and HIV/AIDS. This grant supports SisterReach's faith based and grassroots organizing, BOITalk circle, research, and community education and outreach.

Sister Song*—————\$50,000

Executive Director, Monica Simpson, 3 Atlanta, GA

SisterSong is a national, Southern based organization uniting women of color and indigenous women to dismantle reproductive and racial oppression. SisterSong conducts RJ trainings to influence and expand the RJ movement, convenes RJ leaders, and engages in culture change work. Through the grant, SisterSong will continue its culture change work through education and programs such as Artists for RJ; continue its collaborative work with coalitions such as the Black Mamas Matter Alliance and Trust Black Women; convene RJ leaders and activists at the Let's Talk About Sex Conference; and defend against HB 481, an abortion ban that is set to take effect in January 1, 2020, through the case Sistersong v. Kemp.

The OLÉ Education Fund—————\$20,000

Executive Director, Matthew Henderson, Albuquerque, NM

The OLÉ Education Fund (OLÉ) is a nonprofit, grassroots organization that works with the local community of working families in New Mexico. Their member and staff work together to strengthen their communities through social advocacy and economic reform, using issue-based campaigns and electoral engagement to ensure that working families are playing a critical role in shaping New Mexico's future with a united voice.

URGE (United for Reproductive and Gender Equity) —————\$50,000

Executive Director, Kimberly McGuire,
Washington, DC

URGE (United for Reproductive and Gender Equity) is the only national reproductive justice organization that centers the voices and leadership of young people.

As a national organization rooted in the South and Midwest, URGE builds power with and for the most marginalized young people—because, in a country where young LGBTQ+ young and young people of color have reproductive justice, everyone will. By engaging young leaders on college chapters, URGE builds infrastructure through which members and staff educate their communities and advocate for local, state and national policies.

West Virginia FREE —————\$50,000

CEO, Margaret Chapman Pomponio,
Charleston WV

West Virginia FREE (WV FREE) envisions the elevation and empowerment of all West Virginians through the promotion of dignity and autonomy of women and families. They use an intersectional approach to build stronger communities by advocating for reproductive health, rights and justice. Access to reproductive health care and education are fundamental human rights, essential for equality, health, and dignity of all people — especially women. Focused on those facing the highest barriers, their public policy, advocacy and organizing work is thus shaped by women's

experiences. They have worked on issues of health, criminal, environmental and economic justice through a reproductive lens in order to improve life chances for all West Virginians.

Women With A Vision —————\$100,000**

Executive Director, Deon Haywood, New Orleans, LA

Women With A Vision (WWAV) is a community based grassroots organization created by and for women of color. Currently celebrating its 30th anniversary, it is one of the longest serving groups working with women and girls on criminalization. Working with marginalized women throughout Louisiana and the Southern U.S. region, it uses relentless advocacy, health education, supportive services, and community-based participatory research in order to improve the lives of marginalized women, their families, and communities by addressing the social conditions that hinder their health and well-being. WWAV works to create an environment in which there is no war against women's bodies, in which women have spaces to come together and share their stories, in which women are empowered to make decisions concerning their own bodies and lives, and in which women have the necessary support to realize their hopes, dreams, and full potential.

Young Women United —————\$100,000**

Executive Director, Charlene Bencomo,
Albuquerque, NM

Young Women United (YWU) works with young women of color in New Mexico to advance an intersectional vision of reproductive justice around five campaign issue areas: de-stigmatizing mental health alongside LGBTQ youth of color, leading criminal justice reform with a gender lens perspective while de-criminalizing substance use and pregnancy, maintaining and growing access to reproductive health care, increasing access for women of color to have a full range of birthing options centering midwifery models of care, building educational equity and support for expectant and parenting young people. YWU also runs Circle of Strength, a leadership development program for self-identified young women of color ages 13-19.



El Pueblo



In the rural counties of North Carolina where agriculture drives the economy, large numbers of people in the Latinx community work on farms and in poultry processing facilities across the state. In 1995, El Pueblo grew out of a need to support the rapidly-growing Latinx population, develop leadership within the community, and help members to familiarize themselves with the broader culture of North Carolina.

“But today, our vision is bigger,” says Angeline Echeverría, executive director of El Pueblo, and a Women of Vision honoree at the Ms. Foundation for Women’s 31st Gloria Awards. “It goes beyond just helping our own community, to focusing more broadly on social and reproductive justice, and building solidarity with other communities of color.”

North Carolina’s restrictive laws are wide-ranging, from criminalizing abortion to targeting members of the undocumented immigrant and transgender communities. El Pueblo mobilizes youth, adult activists, and community members in civic engagement at the intersection of reproductive justice and immigrant rights. Its mission is to build collective power through leadership development, organizing, and direct action so that the Latin American community and other marginalized communities control their own stories and destinies. An important part of El Pueblo’s work is collaborating with like-minded organizations to raise awareness of harmful bills and to stop these from passing via the power of collective action.

Political candidates actively lobbying for anti-immigrant bills in North Carolina target the Latinx community via sinister campaign tactics. Masking their agenda beneath the idea of 'protecting families,' they run ads in the local Spanish-language media with anti-LGBTQ, anti-abortion, and anti-trans messages, encouraging Latinx voters to support them when, in fact, they simultaneously advocate for anti-immigrant bills. Through canvassing, El Pueblo engages community members on culturally sensitive topics, raises awareness, and warns them of campaign trickery.

El Pueblo's legislative advocacy is focused on stopping the further erosion of its constituency's basic rights to personal safety, health and wellbeing. Community members who are undocumented, or from mixed status families, live in a constant state of fear and anxiety due to the persistent threat of deportation from Immigration and Customs Enforcement (ICE) raids. Earlier this year, as El Pueblo was preparing for a tough legislative session, the organization had to simultaneously contend with the mass detention of close to 300 community members, in the largest ICE raid in North Carolina's history.

At the same time, the North Carolina General Assembly was pushing forward anti-abortion and anti-immigrant proposals. Thanks to collective advocacy efforts, a particularly challenging bill, the Born-Alive Abortion Survivor's Protection Act, was vetoed by the governor. El Pueblo worked hard on its messaging and endeavored to clarify the intent of the inflammatory bill with community members.

"Our biggest challenge is addressing the urgent and immediate needs of our community while continuing to plant seeds for long-term change. Striking that balance is probably the hardest thing," states Echeverría.

One of the first grants that El Pueblo received from the Ms. Foundation for Women funded the organization's reproductive justice programming for youth. El Pueblo engages youth by integrating them into the decision-making of the organization. Workshop trainings enable youth to see the connection between their personal experiences and systemic injustice, while offering tools and avenues for action. Youth council members serve on the board of directors of El Pueblo and youth leaders are active in the political work of phone banking and canvassing to get the vote out.

"The support from Ms. has enabled us to experiment and continue to put reproductive justice at the forefront of our work," says Echeverría. "We can continue our most innovative programming—programming that is responsive to community members' interest and feedback. As a result, we are a more outspoken social justice organization in solidarity with other communities. El Pueblo is a safe space for everyone. A person can bring their whole self to the work."

“ At the end of the day it’s about one person saying to another, I see you. I see your worth. I see your potential and I see that you have something to offer this movement. In fact, I see that you have something to offer this community, this state, and this country. ”

Angeline Echeverría
Executive Director, El Pueblo

Building Connections Grants



A powerful multiplier effect happens when leaders from different sectors and movements agree to advance a common set of values and goals as part of a synergistic approach to achieving greater collective impact. **In order to be transformational, we need the issues impacting women and girls, especially women and girls of color, to be front and center in all social movements from climate change and immigrant rights to economic and racial justice.**

A component of the Building Connections Initiative is to engage with other funders to support and move resources to strategic efforts led by and centering women and girls of color, including transgender women and girls of color, and indigenous women and girls. Toward this objective, the Ms. Foundation will provide matching grants to women's funds to increase funding to women and girls of color and build partnerships with women's funds working at the local or regional level to advance gender and racial equity. We will leverage these generative connections to creatively source and lift up quality opportunities and projects that underscore the impact and influence of women and girls of color.

Chicago Foundation for Women—\$25,000

President & CEO, Felicia Davis, Chicago, IL

Chicago Foundation for Women has been a leading voice in the effort to achieve basic rights and equal opportunities for women and girls. To date, the Foundation has awarded nearly 4,000 grants to hundreds of organizations totaling over \$33 million. In addition to grantmaking, CFW invests in developing women leaders and advocates, and brings together diverse coalitions to collaborate, share resources and develop solutions. As a result, two-thirds of nonprofits for which CFW was the first institutional or 'seed' funder are still thriving 10 years after receiving their first CFW grant. CFW aims to create a Chicago in which all women have access to comprehensive health services; where women and girls thrive, free from violence; where all women receive equal pay for equal work; and where women have the resources to invest in their futures, their families and their communities. Through collective impact, CFW seeks to achieve large-scale system change.

New Mexico Fund for Women & Girls—————\$25,000

Executive Director, Sarah Ghiorse, Santa Fe, NM

New Mexico Fund for Women & Girls advances opportunities for self-identifying women and girls statewide so they can lead healthy, self-sufficient, and empowered lives. NMFWG works to fulfill our mission via a three-pronged strategy which is to educate, lead, and invest. We educate through research, communications, and educational trainings seeking to bring public and policy attention to gender justice issues. We lead by listening to communities, and then facilitating alliances and convenings among non-profits, funders, and communities to foster collaboration and build capacity. Finally, we increase philanthropic investments in programs led by and serving women and girls of color and in rural, low income communities statewide, through donor education and strategic grantmaking.

Washington Area Women's Foundation—————\$25,000

President & CEO, Jennifer Lockwood-Shabat, Washington, DC

The mission of Washington Area Women's Foundation is to mobilize our community to ensure that economically vulnerable women and girls in the Washington metropolitan region have the resources they need to thrive. We believe in the promise of every woman and girl in our community, and we know that when they achieve their full potential, our entire region benefits.

Women & Girls Foundation of Southwest Pennsylvania—————\$25,000

CEO, Heather Arnet, Pittsburgh, PA

Women & Girls Foundation of Southwest Pennsylvania is a non-profit based in Pittsburgh, Pennsylvania engaged in statewide programming and policy work. Their mission is to achieve equality for women and girls, now and for generations to come. In pursuit of this mission, WGF breaks down barriers so that every girl can rise and every woman can soar. Our vision is for women and girls in Pennsylvania to have equal access, opportunity, and influence in all aspects of their public and private lives.

Women's Foundation for a Greater Memphis—————\$25,000

Executive Director, Ruby Bright, Memphis, TN

Women's Foundation for a Greater Memphis has played a major role as a backbone organization aligning people, resources, and coordinating community-based services through the two-generation approach. WFGM is an organization of women helping women break the cycle of poverty through philanthropy, leadership and collaboration.

The Women's Foundation of Colorado—————\$25,000

President & CEO, Lauren Casteel, Denver, CO

The Women's Foundation of Colorado catalyzes community to advance and accelerate economic opportunities for Colorado women and their families. They are Colorado's only statewide community foundation focused on economic mobility for women. They work to build community, cultivate philanthropy, and create impact to ensure that all women in Colorado have access to thriving careers.

“ I cooked 47 dinners last year! I think about what it means to gather people at our tables and how important and healing and restorative that work can be. ”

dream hampton

Filmmaker and Writer,
Women of Vision honoree

Women's Foundation of Minnesota—————\$25,000

President & CEO, Lee Roper-Batker,
Minneapolis, MN

Women's Foundation of Minnesota invests in innovation to drive gender and racial equity. They aim to create a world of equal opportunity where women, girls, and all people hold the power to create and lead safe, prosperous lives. Founded in 1983, WFMN is the oldest and largest statewide women's foundation in the nation. For 35 years, WFMN has led with innovation and a multi-issue, multi-solution framework to increase gender and racial equity in Minnesota. They fund programs, research, policy and advocacy, and strategic communications that result in systems change – shifts in individual, cultural, and community attitudes and behaviors, and shifts in institutions and policies to create a Minnesota where all people thrive. They lead with an intersectional equity framework (gender, race, place, ability, LGBTQ+) to target resources and ensure equity in outcomes.

Women's Fund of Mississippi—————\$25,000

Executive Director, Tracy DeVries, Jackson, MS

The mission of the Women's Fund of Mississippi is economic security for women. They work statewide in Mississippi through grant-making, advocacy, and research to support focus areas: access to education and careers, leadership development, two generation work, and sexual and reproductive health. Women

have a greater opportunity for upward mobility and economic sustainability when they can plan for pregnancy, access quality services for their families, earn a degree or receive job training, and pursue viable careers with livable incomes.

The Women's Fund of Greater Birmingham—————\$25,000

President & CEO, Melanie Bridgeforth,
Birmingham, AL

The Women's Fund of Greater Birmingham envisions a society where power and possibility are not limited by gender. As a change-making philanthropic organization, TWF accelerates economic opportunity for women across Alabama through philanthropy, research, and advocacy. By funding change, identifying solutions, and shaping policy to create opportunities for women and their children to thrive, they strengthen all Alabama families.

The Baltimore Museum of Art, Inc.—————\$50,000

Dorothy Wagner Wallis Director, Christopher Bedford, Baltimore, MD

To support the 2020 Vision, a year of dedicated exhibitions and public programs in celebration of women's substantial contributions to the field of visual art. During the centennial year of women's suffrage, the Baltimore Museum of Art will activate its special galleries and numerous spaces throughout the Museum to showcase exhibitions and related programs that examine contemporary

women artists whose work is reshaping the art historical canon, as well as those whose achievements have largely gone unrecognized thus far.

The Georgetown Law Center on Poverty and Inequality—————\$50,000

Executive Director, Rebecca Epstein,
Washington, DC

The Georgetown Law Center on Poverty and Inequality, an independently funded organization affiliated with Georgetown Law, has an Initiative on Gender Justice and Opportunity. The Initiative trains a special spotlight on low-income girls and girls of color, seeking to improve public systems' support of marginalized girls by effectively addressing girls' trauma, recognizing girls' strengths, providing resources for healing, improving girls' education access and outcomes, and reducing contact with the juvenile justice system. In sum, the Initiative seeks to promote girls' health and wellness and support them to thrive free of intersectional discrimination. Our work analyzes challenges and proposes solutions to help girls succeed, reaching a national audience through a broad dissemination strategy resourced at the law school.

**National Black Women's
Justice Institute**

\$25,000

President, Monique W. Morris, ED.D.
Berkeley, CA

To support outreach and education associated with the PUSHOUT documentary for targeted policy and community engagement to end the criminalization of girls of color in schools.

New York Women's Foundation **\$10,000

President & CEO, Ana Oliveira, New York, NY

To support The New York City Fund for Girls and Young Women of Color.



“ My diversity is actually a superpower. I discovered this for the first time in the world of comics. When Ms. Marvel was born—A Muslim American superhero from Jersey who lives in light and defiance—I saw the power of art affecting culture in a positive way. I felt the responsibility of being a storyteller. I felt the love ripple in a global community. ”

Sana Amanat

Vice President of Content and Character Development,
Marvel Entertainment; Marie C. Wilson Emerging Leader honoree.

45th Anniversary

45th Anniversary Artwork

by Ann Shen

We were intentional about using art to reflect the faces and generations of women of color. The sapphire backdrop symbolizes our 45th anniversary; the diamonds reflect radiance. As you gaze at the image, you will notice the visages—without noses or eyes— and various textures of hair. You will discern a range of cultures and traditions, the heritage of different communities of women. You will see hands offered up in praise, in support, in resistance. Girls and youth—harbingers of coming generations who will support and lead the movement—are present alongside mothers, aunties, and grandmothers who share of their experiences and wisdom and light. Together they create pathways for courageous action, higher consciousness and bold new realities.



Throughout history, movements are born and evolve, absorbing and incorporating the knowledge, experiences, and lessons of the leaders that have come and gone. Sustainable movements ensure that they also look to the leadership of multiple generations to guide and strengthen their work. Across generations, across the nation, women are standing together to demand change that is overdue. Consciousness is higher, expectations larger, courage greater, and risk-taking bolder. The same is true for women throughout the long fight to attain equity and equality. Most recently, we have witnessed women's resistance against bigotry, hatred, and misogyny.

45 years after the Ms. Foundation started its work, generations of feminist women and men continue to power the modern movement for gender and racial equity. Each generation continues to learn from the knowledge, experience, and passion of the others, as they contribute across movements and embrace moments of leadership, mobilizing and advocating. We build on the generations who have fought before us and continue to fight alongside us.

Multiple generations of women in the US have impacted and been impacted by the multi-layered work and investments that the Ms. Foundation for Women has made. By giving women an opportunity to impact their communities and investing in women's leadership across movements and within movements like women's safety, health, and economic justice, the Ms. Foundation for Women and our partners have incrementally reshaped the institutions of this society.



2019 Gloria Award



2019 Gloria Award - Free to Be You and Me



Q & A with Ellen Liu

Director, Capacity Building and Learning

Ellen Liu joined the Ms. Foundation for Women eight years ago, bringing a wealth of knowledge and experience in philanthropy. Before the foundation moved to an integrated grantmaking and capacity building program in alignment with its new strategic plan, Ellen was director of the Women's Health Program. Ellen's long history in the philanthropic space—including working overseas—and her many years in grantmaking, give her insight into the future of philanthropic advocacy. We spoke to her about her new role as director of Capacity Building and Learning.

What inspired you to join Ms. in 2011?

I've always had a passion for reproductive justice. My own experiences as a student at a Catholic college—facing barriers to getting contraceptive, having conversations about sex that were taboo—made me aware of the issues young women face.

Before Ms., I was working internationally and helping other countries on human rights and health issues. I remember feeling such a pull because so much was happening in the United States around reproductive rights at the time. Planned Parenthood was under attack with federal funding being taken away. I was shocked to see what was happening in my own country. Why were we all of a sudden talking about why women should have access to contraception?



Joining Ms. felt like I was coming home to work on issues that were so profoundly affecting young women's lives. One of the first things I did was attend a rally with some grantee partners. At Ms., I feel my place of belonging in pushing for these reproductive health rights.

Please tell us about your work in your new role as director of Capacity Building and Learning. What makes you excited about your field?

Previously, I was running the women's health portfolio, but now that we're de-siloed, my new role looks at capacity building holistically across all our issue areas, from leadership development to creating opportunities for collaboration, all in service of building the organizational and leadership sustainability of the women and girls of color ecosystem. The learning piece of my new position is about trying to shift the way we do evaluation, monitoring and grant reporting—what we're asking our grantees to report back on.

There's an exciting trend around evaluation. It's kind of a buzz word. People are talking about equitable evaluation—how do learning and evaluation happen in service of equity?

When we did our five-year strategic plan, we thought about how we could learn together with the field and

in service to the field. As a philanthropy, we are in a dynamic relationship with movements. So, how do we ask critical questions of ourselves and how do we do grantmaking and contribute to a more equitable process of whose voices are valued?

The process you're describing requires a level of awareness and an openness within the organization to really listen to honest, and, perhaps, sometimes difficult conversations. Are philanthropic organizations ready to do this?

Ms. is on the cutting edge of culture change which makes me feel proud to work with Ms. We are already there in terms of the principles around equitable evaluation and the principles around diversity, equity and inclusion. We are already beginning to revamp all these systems and processes and the culture. The openness to do that is huge. And now we're implementing and operationalizing which is exciting. Many philanthropic institutions, however, don't have the openness. They aren't there yet.

Can you give an example of equitable evaluation at work right now at Ms.?

There's a new fund, tentatively called the Activist Response Fund, for which we did a series of interviews with stakeholders, grantees, funders and field leaders, in really trying to home in on the goal of the fund. The analysis and synthesis of this information is important. It helps us

develop our strategy for this field. But how does it help the rest of the field? How do we package this information for those who contributed their insight, time and valuable information so that we're not the only holders of this knowledge? They have as much of a right to this information that we gathered from them.

What is your hope for the future of philanthropic advocacy? What drives your passion in the work that you do?

It excites me to see people from the community come into positions of power in philanthropy. They're able to then move philanthropy and the field, whether it's in resources, mindset, or principles of racial justice. It's heartening to see things shifting. There's so much awareness among young people right now about injustices in the world. That's where we're going to have the catalytic moment that we can't possibly grasp because we're reeling and stepping backwards. I'm excited to see what's to come with young people.



“ As the daughter of immigrants, I feel privileged to be supporting movements around immigration rights, reproductive justice, and racial equity—this is what drives my passion. ”

Ellen Liu
Director

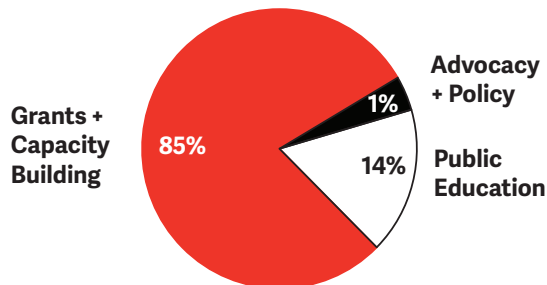
Topline Snapshots



Our philosophy at the Ms. Foundation is about trusting women's leadership. We support the areas of women's safety, health and economic justice, understanding that all these areas are connected. We center gender, race, and equity in our work. As a philanthropy, we give general operating support to our partners—allowing them to determine whether those dollars should go toward a project, a salary, or toward turning on the lights. We don't fund for one or two years—our grantees are in relationship with us for five to seven years, sometimes even longer. Change takes time. We are committed for the long term.

Overview

Program Services Funding



Towards Building Connection Grants
\$300K

Towards the Donor-Advised Oma Fund
\$140K

Towards the Asian Women Giving Circle
\$80K

“I joined the Ms. Foundation board because as a younger professional woman I wanted a community of peers who think of ambition—at work, at home, in life and in society—as important and because I wanted to be part of advancing gender equity with an organization ready to build power for communities I care about.”

Sloan Leo
Board Member

Direct Grants to the Field

Ms. Foundation's 2019 Program Funding at a glance.



\$34K

Advocacy and
Policy



\$739K

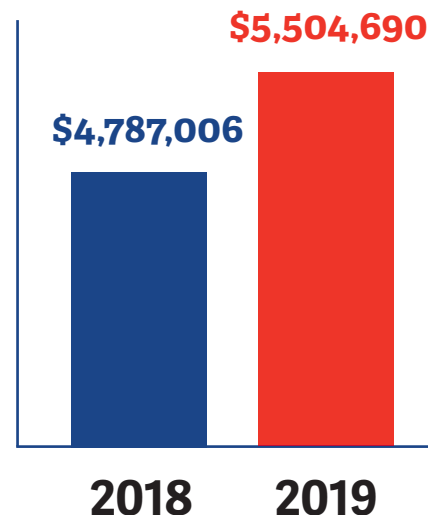
Public Education



\$2M

Safety+Health+
Economic Justice

Total Program Funding



Funding
increased by nearly
\$700K from 2018.

Donor - Advised Grants



The Oma Fund is a donor-advised fund of the Ms. Foundation for Women. Established in 2010 as a descendant of the Dickler Family Foundation, Oma means “grandmother,” honoring the source of the funds and reflecting the intergenerational spirit that inspires our grantmaking. The Oma Fund supports organizations working to tackle the most challenging issues in reproductive health through the leadership of younger generations of activists. A small subset of discretionary grants that fall outside the area of reproductive health are also included as part of this donor advised fund.

Ibis Reproductive Health—————\$20,000

President, Kelly Blanchard, Cambridge, MA

To support the Later Abortion Network (LAN), which aims to bring together organizations and individuals committed to increasing access to high-quality later abortion care in the U.S.

National Network of Abortion Funds—————\$30,000

Executive Director, Yamani Hernandez, Philadelphia, PA

To provide general operating support that helps build power with members to remove financial and logistical barriers to abortion access by centering people who have abortions and organizing at the intersection of racial, economic, and reproductive justice.

National Institute for Reproductive Health—————\$20,000

President, Andrea Miller, New York, NY

To provide general operating support to secure reproductive freedom and expand access to reproductive health care, including abortion, by strengthening the effectiveness of state and local advocates across the country and by creating and sharing resources for the broader reproductive health, rights, and justice movement.

Nurses for Sexual and Reproductive Health—————\$20,000

Executive Director, Dr. Lina Buffington, Berkeley, CA

To help provide students, nurses and midwives with education and resources to become skilled care providers and social change agents in sexual and reproductive health and justice.

Provide, Inc.—————\$25,000

Executive Director, Melanie Zurek, Cambridge, MA

Provide works in partnership with health and social service providers to build a health system that, in a climate of diminishing access and renewed legal threat, is equipped to respond to people’s healthcare needs around abortion.

Trustees of Hampshire College————\$10,000

Executive Director, Mia Sullivan, Amherst, MA

To provide support to educate, train and activate diverse new leaders for the movements for reproductive justice and human rights.

Access Reproductive Care

– Southeast —————\$5,000

Executive Director, Oriaku Njoku, Atlanta, GA

Access Reproductive Care-Southeast (ARC-Southeast) is a regional Reproductive Justice organization based in Atlanta, Georgia that works at the intersection of Reproductive Justice and abortion access in Alabama, Florida, Georgia, Mississippi, South Carolina, and Tennessee. We provide funding and logistical support to ensure Southerners receive safe and compassionate reproductive care including abortion services. Through education and leadership development we build power in communities of color to abolish stigma and restore dignity and justice.

Yellow Hammer Fund —————\$5,000

Executive Director, Amanda Reyes,
Tuscaloosa, AL

To help increase the staff capacity on their abortion access fund line.

New Voices Cleveland —————\$5,000

Executive Director, La'Tasha D. Mayes,
Pittsburgh, PA

To help support New Voices for Reproductive Justice – Community Organizing.

Asian Women Giving Circle

The Asian Women Giving Circle is a donor advised fund of the Ms. Foundation that pools resources from Asian American women and other supporters toward Asian women-led social change projects. The current focus is Arts & Activism.

Amplifier —————\$2,500

Interim Executive Director, Felicia Herman, New York, NY

To support the Giving Circle Infrastructure Project

Amita Swadhin —————\$6,000

Artist, Amita Swadhin, Los Angeles, CA

To support the project Mirror Memoirs.

**DreamMaker DreamDoer
DreamSupporter, Inc —————\$12,000**

Founder, Julie Young, Brooklyn, NY

To support the TIDE Film Festival.

Julie Azuma —————\$10,000

Artist, Julie Azuma, New York, NY

To support the New York Japanese American Oral History Project

Kayhan Irani —————\$3,500

Artist, Kayhan Irani, Jackson Heights, NY

To support the project There is a Portal.

KoreanAmericanStory.org, Inc. —————\$7,500

Executive Director, HJ Lee, Scarsdale, NY

To support the “Legacy Project: #MeToo”

Nausheen Dadabhoy —————\$6,000

Artist, Nausheen Dadabhoy, New York, NY

To support the project An Act of Worship.

Sarita Khurana —————\$12,000

Artist, Sarita Khurana, Brooklyn, NY

To support the short film Untitled Aging Documentary.

Su Kim —————\$12,000

Artist, Su Kim, New York, NY

To support the film Free Chol Soo Lee.

**Vietnamese Boat People A NJ Nonprofit
Corporation —————\$9,000**

Artist, Su Kim, New York, NY

To support the project Vietnamese Boat People stories in NYC

President's Discretionary Grants

Gloria Steinem Fund



Grants in this docket are made at the discretion of the Ms. Foundation President.

The National Crittenton Foundation—————\$10,000

President, Jeannette Pai-Espinosa, Portland, OR

To help support the project In Solidarity We Rise: Healing, Opportunity & Justice for Girls.

National Women's Studies Association—————\$5,000

Executive Director, Dr. Barbara Ransby, Baltimore, MD

To provide support the NWSA annual conference that seeks to embrace both the activist roots of feminist scholarship and the contemporary intersectional and trans-national feminist leadership that seeks to build a better future for us all.

The Gloria Steinem Fund is a designated fund that disburses grants based on recommendations made by Gloria Steinem.

Authors League Fund—————\$1,000

Executive Director, Isabel Howe, Brooklyn, NY

To provide support for a writing project exploring the role of Jewish women in the Women's Suffrage Movement of New York City.

Break the Silence—————\$2,500

Executive Director, Sarah Super, St. Paul, MN

To support a Memorial to Survivors of Sexual Violence.

Emergency Committee for Rojava, Inc.—————\$25,000

Executive Director, Debbie Bookchin, Albany, NY

To provide a capacity building grant that will support the development of special outreach campaigns aimed at feminist and people of color organizations.

Feminist Majority Foundation—————\$30,000

Executive Director, Katherine Spillar, Beverly Hills, CA

To provide support of Global Reporting in Ms. Magazine.

Soapbox: The Feminist Foundation—————\$25,000

President, Amelia Richards, New York, NY

To provide support to the Feminist Camp and to take students from NYC to see the show Gloria: A Life Hopeaholics.



Our Time Together

The Ms. Foundation for Women transforms our democracy by building women's collective power. Guided by a gender and racial justice lens, we resource grassroots movements that center women and girls of color, advance feminism in philanthropy and advocate for policies that improve women's lives across the country. Since 1973, we've opened up worlds of possibility for women and girls. To achieve justice for all requires us to be in and build community.

Laughter is Rebellion: Ms. Foundation Comedy Night at Carolines

What would the rebellion be if it didn't have a little humor? On October 30, 2018, nearly 200 feminists, ready for fun, filled the room at Carolines on Broadway, in New York City, for the Ms. Foundation's 23rd Comedy Night.

The comedy was powerful and had us in stitches as noted comedians thrilled us with incisive and honest humor. We are truly grateful to Judy Gold, Chloe Hilliard, Maysoon Zayid, Sasheer Zamata and Michelle Wolf who donated their time and talent to make the night memorable.

We thank our supporters who joined us as part of the rebellion. And we're extremely grateful to Carolines' owner, former board member and longtime Ms. Foundation supporter, Caroline Hirsch, for her generosity and encouragement!

More at: forwomen.org/comedy

Ms. on Martha's Vineyard

On August 14, 2018 we hosted our fifth annual gathering on Martha's Vineyard—the most successful gathering on the Vineyard to date. Approximately 100 guests came together to hear about our new strategic plan. Our grantee partner Joanne Smith, Executive Director of Girls for Gender Equity and 2018 Gloria Award Honoree, shared a little about the story of GGE and her commitment to the movement to lift up girls and young women's voices.

On the Basis of Sex

On December 10, 2018, the Ms. Foundation and Participant Media hosted a screening of the Ruth Bader Ginsburg biopic in Los Angeles. 183 people, including new and existing members of the Ms. family, came together for a pre-screening conversation between Holly Gordon, Chief Impact Officer of Participant Media, and Teresa Younger.

Men4Ms.: Allies Toward Equity

On February 25, close to 150 guests attended the networking reception and program hosted by Morgan Stanley in New York. The event created a robust opportunity for learning as panelists gave an overview on the importance of allyship, and took questions from the audience of employees and other professionals who were interested in diversity and inclusion. The panel was moderated by Susan Reid, Morgan Stanley's Global Head of Diversity and Inclusion. Panelists included Wade Davis, Diversity Consultant; Alex Ehrlich, Morgan Stanley Managing Partner and Chair of the Global Securities Diversity Council; and Teresa C. Younger, President and CEO of the Ms. Foundation.



Gloria: A Life

On October 20, 2018, fifty supporters and members of the Ms. family attended a pre-theater reception at Dear Irving and a special performance of *Gloria: A Life*, a play about the life of Gloria Steinem. Amid a full house, the audience enjoyed the richly detailed tapestry of Gloria's life. Five decades after Gloria Steinem began raising her voice for equality and championing the voices of women, her vision is as urgent as ever. Gloria's life's work and philosophy on the necessity of conversation as a catalyst for change offered us all a path forward in a way that only live theater can inspire.



Gloria's 85th Birthday

You don't turn 85 years old every day! On April 2, 2018, we were honored to have a party to celebrate our dynamic co-founding mother Gloria Steinem, hosted by three phenomenally successful women: Michele Anthony, Executive Vice President of Universal Music Group, Brooke Garber Neidich, creative director and CEO of Garber, Jane Rosenthal, co-founder and CEO of Tribeca Entertainment. Women from near and far joined us for a star-studded evening of celebration and appreciation for all Gloria has done.



Ms. On the Move

Over the past year, we supported and built collective power around the country. Check out just a few of the places we landed: Netroots Nation- New Orleans, LA; Chautauqua Institution- Chautauqua, NY; She the People-San Francisco, CA; Gratitude Railroad-Deer Park, UT; Grantmakers for Girls of Color-Puerto Rico; Hollander Lecture-Chatham University, Pittsburg, PA; 100 Women Change Hollywood- Los Angeles, CA; GenderSmart Investing-London, England; Gender Wealth Gap-Washington, DC; Funders for Reproductive Equity-Austin, TX; The Valdrey Center for Philanthropy, Southern University-Baton Rouge, LA; TEDTalks-Vancouver, Canada; InSolidarity We Rise-Atlanta, GA; Women's Leadership Conference- Auburn University, AL; Conference on World Affairs-UC Boulder, CO; ABFE Conference-Detroit, MI; Society of 1918-William & Mary Law School,VA; Wood River Women's Foundation- Sun Valley, ID; American Council on Education- Philadelphia, PA;

Grantee Convenings:

January 29-31, 2019

We convened in Brooklyn with Economic Justice childcare grantee partners. Together we had the opportunity to: (a) examine how grantee partners develop leaders, engage in public discourse, and navigate policy opportunities and challenges in advancing childcare access and childcare workers' rights campaigns and strategies; b) explore the interconnectedness of childcare advocacy and other social justice issues, and the critical importance of utilizing a gender and racial justice lens in childcare and workers' rights advocacy; and (c) engage grassroots organizers, national advocates, funders and resource providers in a conversation on the current and future of child care advocacy and workers' rights through a gender and racial justice framework.

June 19-21, 2019

We convened in New Orleans with our grantee partners from the Safety cohort. Reflecting a strong interest for generative strategic thinking, the cohort comprises Black women led and serving organizations working to address breaches to the safety of Black women and girls in communities of color, and focused specifically on issues of criminalization, sexual violence, and state sanctioned violence.



Women With A Vision



Women With A Vision (WWAV) is a trusted and beloved community organization, regarded as New Orleans' premier women's health and wellness policy organization. From its earliest days, WWAV's grassroots work has incorporated health education, advocacy, supportive services, and community-based participatory research. It is one of the very few organizations in politically conservative Louisiana working with women engaged in sex work and survival sex that is advocating for the HIV epidemic to be addressed through a gender-based lens. WWAV stands apart, too, as an organization that is publicly discussing criminalization, incarceration and criminal justice reform through a gender lens.

Deon Haywood, executive director of WWAV, was a Women with a Vision honoree at the Ms. Foundation for Women's 2019 Gloria Awards Gala. Haywood's relationship with WWAV stretches back to when she was a nineteen-year old volunteer with the collective. Her mother, Catherine Haywood, a long-time community health advocate, was one of the founding mothers of WWAV. In 2006, in the aftermath of Hurricane Katrina, Deon Haywood assumed the position of Executive Director. "It was a time of great uncertainty when there was no guarantee that a small grassroots nonprofit could rebuild and recover from the devastation." Haywood has remained steadfast to the organization's mission to improve the lives of marginalized women, their families, and communities by addressing the social conditions that hinder their health and well-being.

In New Orleans and across the Deep South, Black women and girls face many barriers to accessing adequate social services. Each year, as increasingly conservative legislative and social policies are pushed forward, the issues affecting Black women and girls are further exacerbated. Significant among these is the surge of conservative activism targeting abortion rights and funding for sexual health programming. The region's legacies of racism and exploitation have created a health crisis for low-income Black women and girls who have fewer health education outreach directed at them.

In 2016, the Ms. Foundation partnered with WWAV, awarding a multi-year flexible funding grant of \$35,000 which enabled the launch of Young Women With A Vision (YWWAV)—a pilot afterschool leadership development program for teenage Black girls in New Orleans. The weekly program promotes sisterhood among Black women and girls and employs a Black feminist reproductive and gender justice framework to bring marginalized girls to the forefront of the movement for change in their communities.

In a safe, nurturing environment, the group explores experiences such as criminalization, trauma and disconnection from families and communities that are specific to the participants. YWWAV recognizes that young women who have been impacted by the criminal justice system are often forgotten in re-entry services and, at times, left out entirely in the conversation on youth incarceration. The young women's program provides advocacy and organizing training for youth to better advocate for themselves locally, statewide and nationally from both a personal and policy perspective.

Young Women With A Vision has evolved to include a leadership development tract, court support for

criminalized youth, and paid community-based summer internships which allow participants to support their families through the summer months while gaining skills for future employment.

The YWWAV pilot program has “outpaced our expectations” says Deon Haywood, emphasizing the value of relationships with funders like the Ms. Foundation for Women “who appreciate and understand our work and the strategies we use to accomplish our mission.”

WWAV's creativity, activism and impact underscore the values of the Ms. Foundation's strategic plan. Investing in Women With A Vision goes to the very heart of the foundation's mission to strengthen the capacity of women-led movements that are mobilizing meaningful social, cultural and economic change in the lives of Black women and girls.

“ Three years ago, we received our first grant from the Ms. Foundation. We launched Young Women With A Vision and the safety work around Black women and girls in the criminal justice system here in Louisiana. We wouldn't be able to do this work without the Ms. Foundation. ”

Deon Haywood

Executive Director, Women With A Vision



Photo by Les Talusan Photography

Q & A

Q & A with Yin Ling Leung

Philanthropist, major donor and board member of the Ms. Foundation, Yin Ling Leung is co-founder and CEO of Applied Research Works, a tech company focused on transforming the way we pay for healthcare in America. Yin co-founded the company with her spouse, Shaibal Roy, in 2008. After graduate school at Stanford, Yin originally planned to be a teacher but a volunteer opportunity to teach English to immigrant garment workers about workplace safety and health diverted her to the world of community health and organizing. Her years of organizing influenced her decision to focus her company's tech to create lasting and deep social change in health care. Yin's family and work span India, Hawaii and California. She is deliberate in carving time out for family because they keep her grounded. Most recently, Yin was in Kolkata for several weeks, caring for her mother-in-law. Ms. spoke to Yin on her return about her commitment to women's philanthropy and her long association with the Ms. Foundation for Women.

You first became involved with Ms. in the early 90's. Can you share a distinct memory of that time? What was happening in the culture at large?

I was a young organizer with Asian Immigrant Women Advocates (AIWA) and Young Shin was an honoree at the Gloria Awards. I got to meet the Ms. community, Gloria, Marie Wilson, Sara Gould, the board and the other badass grantees. I just fell in love with the mission of Ms.—organizing dollars for women! They're one of the few funders who really, really understand. The conversation was at such a different level of

depth and nuance. Ever since, I've always wanted to stay close to Ms. The phrase 'intersectional feminism' wasn't quite in currency yet, but the idea of race, class, gender was coming together in academia and in the field. We knew we couldn't separate all the different factors that affect women's lives. We were trying to actualize this in our work. At AIWA we saw how Chinese garment workers issues were linked to African American women struggling for civil rights and racial justice, to migrant women working in the maquiladoras factories across the river, and to the challenges of protecting cultural rights for indigenous women. Although our locales and contexts were different, our shared vision of a better world for women was unifying.

In 2002, you wrote a report exploring the strategies of linking reproductive rights to other social justice organizing work. What were some of the biggest challenges in the reproductive justice field at the time?

We were expanding the notion of what reproductive rights really means, both in our own community and in the larger world. Reproductive rights—protecting abortion access especially—was often isolated from other movements for justice. People avoided us. It seemed too controversial or too marginal to other movement people. To me it was always an important central struggle for justice. Reproductive health and rights are really about the power of women to determine with whom, where, when, and how babies



are born. The question of who is able to have healthy babies, who gets to keep their babies and which babies get to be born leads to the larger question of who gets to form families and thereby create strong communities. Yet, the opposition framed it only along abortion access lines. We were seeking strategies to build alliances, aligning with other groups such as gay rights, gay marriage and immigrant rights groups. Those struggles appear separate, but they're actually intertwined when the question is who is allowed to form healthy families and communities. It was the early days of what would eventually become known as the reproductive justice movement.

You've been connected to the mission and work of Ms. for a very long time. When did your relationship evolve into a philanthropic one?

What I've always appreciated about Ms. is who they define as a philanthropist. If you give at a level that is meaningful and right for you, then you're a philanthropist. Women who give little donations to the grassroots groups that they are a part of are philanthropists because they are giving their hard-earned dollars to issues that they care about. When I was an organizer and nonprofit worker with low wages, I still felt the need to contribute to local organizing groups. Small donations can really add up to big movement money. There's something very powerful about putting money behind what you believe

in. I appreciate how Ms. has always taken risks to support emerging organizing projects like the ones I worked for—all of them poorly understood by mainstream philanthropy. Donating to Ms. gives me a sense of immortality—I know I am a part of a community of people who share a vision where all women and girls are treated justly and thriving.

Do you think there's a growing presence of immigrant women and women of color in the world of philanthropy?

Absolutely. There are a lot of immigrant women of color who are philanthropists already, yet their philanthropy is often invisible. Folks have been giving for a long time in lots of traditional ways in their communities, sometimes through giving circles and under the radar. I'll give you an example. My mom barely speaks English, has a fourth-grade education, lives a very humble, frugal life, and yet she made a major gift to fund a school in her village in southern China. I remember asking her why she felt this need to send such a big donation. "Oh, they're going to build a school," she said. "I never got to finish school and I want the next generation of kids in my village to have that opportunity." Many immigrant women of color understand the struggle. They see today's women and girls of color as versions of themselves—a human being who wants a fair shot at something better, and the need to create change to have that fair shot. We need to build on that compassion and

show folks how social change philanthropy gives you even better value for the dollar.

As a major donor, what is your personal vision for Ms.?

It takes money to fund movements. Ms. has been a seed funder for movement-building for over four decades and we have an excellent track record of being there when no one else understood. My personal vision is for the Ms. Foundation to get to the next level of growth and become an even bigger financial force to create change at the scope and scale women and girls deserve.

Ms. just celebrated its 45th anniversary! How have you noticed the organization evolve over the years?

While Ms. has always valued grassroots women and girls of color in its grantmaking, Ms. has become more explicit and public about its focus on the leadership of women of color and on supporting organizations with a focus on women of color as a priority. It's really necessary from a movement perspective to be clear about what you value. But it is not without its challenges because it is sometimes misunderstood to mean that there is a rejection of the past. The amazing founding supporters of Ms., a majority of whom are white, have always shared this value—that when we support those who are the most vulnerable to injustice, namely poor women of color, we truly protect ALL women.

The Restoration of the Woman Genius

by Kelly Tsai (kellytsai.com, [@kellytsai_nyc](https://twitter.com/kellytsai_nyc))



I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

the restoration of the woman genius
history marches by, and her memory
leaves us
every uncompromising action she took
ripped from all the history books
turn the pages – is there really
nothing there?
but I can still feel her in the atmosphere

every song she wrote
every house she built
every equation she solved
every coffer she filled
every treaty she bargained
every movement she started

through it all, her dignity never departed

reaching for the largest
future for you and me
so we can raise our chins high
so we can see

it's not in our heads
when they make us feel small
when they interrupt or talk over us
or say apologize for it all

the only impostors here
are the ones keeping count
who shine light on the baseless,
not seeing beyond themselves to a fault
their lack of vision

can't keep us from being
the restoration of the woman genius
who awaits in you and me

I want you to
Do what you wanna
Be how you wanna
Feel how you wanna
I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

I want you to
Do what you wanna
Be how you wanna
Feel how you wanna



I want you to

see her
hear her
know her
show her

look out into the world
and see her gorgeous face

of every different age and different race,
of every different body and different faith,
no matter the place, loving in different
ways,
smashing gender binaries, pushing for
space
for us to all be free, reinvent society
when are we gonna see
the chains on you are the chains on me

how we listen for our living histories
untold secrets, that if asked, we can

plainly see
how will we use these decades to change
the story

progress never linear as it zig-zags
gains move forward, gains move back
each generation's context born from
different facts
change not something you can buy
off the rack

each moment comes with
its own opportunity
each voice necessary to
liberate our thinking
points of view spread depending
where you stand
a place of understanding is
where we hope to land

so we can convene –
the restoration of the woman genius
who stands without apology
she calls to us, she's calls for you and me

I want you to

Do what you wanna
Be how you wanna
Feel how you wanna

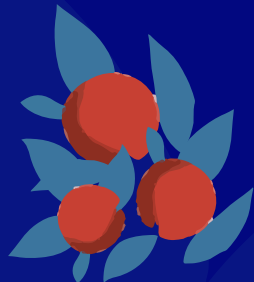
I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

I want you to
Do what you wanna
Be how you wanna
Feel how you wanna

I want you to



Gloria Awards



31st Gloria Awards: A Salute to Women

On May 8, 2019, the Ms. Foundation for Women celebrated its 31st Gloria Awards: A Salute to Women, at Capitale in New York City. 450 feminists and allies attended the annual gala to honor remarkable leaders of vision and courage who are at the vanguard of movements for equity and justice in the United States. The vibrant evening, hosted by Co-founding mother Gloria Steinem and President and CEO Teresa Younger, marked, too, the milestone 45th anniversary of the Ms. Foundation.

Two grantee partners were celebrated with Women of Vision Awards for their work and dedication to gender, social and racial justice. Angeline Echeverria, executive director of El Pueblo, Inc. was honored for her transformative work at the intersection of immigrant rights and reproductive justice with the Latinx community in North Carolina. Deon Haywood, executive director of Women With A Vision, was recognized for thirty years of critical work in women's health in New Orleans. Echeverria and Haywood are guiding lights who advocate tirelessly for their communities as they fight for a just and equitable society.

Writer and filmmaker dream hampton received a Women of Vision Award for her creative work. Her influential docuseries, *Surviving R. Kelly*, chronicling the stories of three brave survivors showed that being in business with R. Kelly was akin to profiting off the trauma of Black women and girls.



Sana Amanat, Vice President of Content and Character Development at Marvel Entertainment, received the Marie C. Wilson Emerging Leader award for her innovative and groundbreaking work in the comic industry—creating ethnically diverse superheroes, including most notably, Kamala Khan, a Muslim-American Ms. Marvel.

Layla Bagwell, Jessica Hernandez-Garcia and Charlotte Iradukunda were presented with the Free to Be You and Me Peggy Charren Award by Marlo Thomas for the brave and poignant letter of support they wrote to Dr. Christine Blasey Ford. The young women's letter garnered over 117,000 signatures on Change.org and triggered a national conversation.

Spoken word artist Kelly Tsai roused the audience with her poem, "Restoration of the Woman Genius" and award-winning comedian Judy Gold enlivened the Fund-in-Need fundraising portion of the evening. The gala ended with words of greeting from Board Chair Jocelyn Frye and closing remarks by Younger. Music and merriment continued well into the night with an after party.

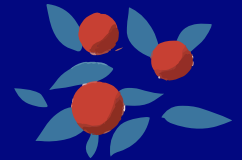
The Ms. Foundation for Women is deeply grateful to friends, allies and supporters for joining us in building women's collective power in the U.S. to advance equity and justice for all.



“ I am excited to be honoring a brilliant, beautiful, powerful, passionate group of women tonight—women of color. #Blackgirlmagic! ”

Teresa C. Younger

President and CEO, Ms. Foundation for Women



Angeline Echeverria



Debra Messing, Kathy Najimy



Sana Amanat + Marie C. Wilson



dream hampton



Deon Haywood

“ When change happens, it happens with the person sitting next to us. But we don’t always know who they are. That is the work of the Ms. Foundation. It’s about recognizing who is doing the work in the community. ”

Teresa Younger

President & CEO, Ms. Foundation for Women



Jenn McIntosh + Gloria Steinem + Raquel Willis + Teresa C. Younger



Debra Messing + Kathy Najimy



Gloria Steinem



Suzanne Lerner + Gloria Steinem + Teresa C. Younger



Monica Simpson



Kelly Tsai



Farra Trompeter + Hannah Thomas + Sarita Joseph



Deon Haywood + Bailey Haywood +
Cynthia Haywood + Catherine Haywood



Simone Boyce + Liz Plank



Kathleen Turner + Rachel Ann Weiss



JAZ DÜX



Jess McIntosh + Raquel Willis

“ Women of color have been at the center and the forefront of nearly every grassroots movement in the United States... going back as far as the revolutionary war. They have constantly been on the side of freedom. More recently, women of color, particularly Black women, have led the reproductive justice movement, Black Lives Matter and #MeToo. ”

Teresa C. Younger

President and CEO, Ms. Foundation for Women

Endowment

Since 2016 we have strived to maximize the impact of our endowment by aligning 100% of its assets in support of our mission to build women's collective power in the US to advance equity and justice for all. As of June 30, 2019 the endowment was valued at approximately \$37M and incorporates a gender lens focus across all asset classes.

“The Foundation's bold and unapologetic commitment to investing \$25 million in lifting up women and girls of color inspires me to increase my annual giving in support of this phenomenal organization. It is an honor and a privilege to stand with the Ms. Foundation for Women in this profoundly important work.”

Jenna Scanlan

Chair of Board Development Committee; philanthropist

OUR SUPPORTERS: THANK YOU

\$100,000+

Anonymous (2)
Starry Night Fund
Ford Foundation

Groundswell Catalyst Fund
Lucia Woods Lindley
NoVo Foundation

Janet Prindle Seidler Foundation
S&P Global
W. K. Kellogg Foundation

\$50,000 - 99,999

Anonymous (3)
Quinn Delaney & Wayne Jordan

Dobkin Family Foundation
General Service Foundation

Gucci - Chime for Change
Suzanne L. Lerner

\$25,000 - 49,999

Michael and Laura Brader-Araje Foundation
Susan Dickler & the Oma Fund
Abigail E. Disney
The Harnisch Foundation

HLH Family Foundation
The Eric T. & Elizabeth C. Jacobsen Foundation
Morgan Stanley
Prospect Hill Foundation
Catherine Raphael

Marcy Syms, Sy Syms Foundation
Thanksgiving Fund of the American
Endowment Foundation
Catherine A. Yelverton & Laura T. Traphagen

\$10,000 - 24,999

Anonymous (2)
The Isabel Allende Foundation
Elizabeth Bremner & Karen Crow
California Wellness Foundation
Comcast NBC Universal
Theodore Cross Family Charitable Foundation
Phil Donahue & Marlo Thomas
Alex & Cheryl Ehrlich
Eileen Fisher, Inc.
Embrey Family Foundation
Tina Gandhi, Nature's Edge
Hanky Panky
Maria & Greg Jobin-Leeds

Anne Kenan
Rachel Knight
Yin Ling Leung & Shaibal Roy
Lord Abbett
Margaret & William Lynch
Megan Meagher-Traphagen
Michelle Mercer & Bruce Golden
Nancy Meyer & Marc Weiss
The Namaste Foundation
New York Life Insurance Company
Margaret H. Newell
Nancy Nordhoff & Lynn Hays
Planned Parenthood Federation of America & Action Fund

Betty Regard
Seth M. Rosen & Jacob K. Goertz
Catherine C. Samuels & Jeremy Henderson
Sheri Sandler & Mark Schneider
Jenna S. & Wilson S. Scanlan
Patricia J. Simpson
Steele Family Foundation
Silver Mountain Foundation for the Arts
Gail Wasserman & Ilene Miklos
White & Case LLP
Susan M. Wolford & Delores M. Komar

\$5,000 - 9,999

Anonymous (1)
Freya & Richard Block
Jane S. Comer
Jeannie H. Diefenderfer
The William H. Donner Foundation
Eastern Bank
Cathie B. Hartnett
Caroline P. Hirsch
Home Box Office

Ann F. Kaplan
Erika Karp & Sari Kessler
Alicia B. Lara & Anne Owen-Lara
Robin Lewis Luff
Patricia Y. Martin
Judy McGrath
Mohegan Sun
Brette Popper & Paul Spraos
Lynda & Stewart Resnick

Kristina Schwartz
Wanda G. Sobieski & John L. Sobieski
Kathleen Stephansen & Andrew D. Racine
DBC-The Design and Branding Co.
Lizzie & Jonathan Tisch
Diane von Furstenberg
Alice Walker
Margo & Irwin Winkler
Teresa C. Younger
The Jacquelyn & Gregory Zehner Foundation

\$1,000 - 4,999

Anonymous (3)
Naomi Aberly, Lebowitz-Aberly Family Foundation
Jennifer W. Allyn
J. Bob Alotta
Michele Anthony
Heather Arnet & David Shumway
Mila Atmos
Mary Backlund & Ginny Corsi
Rosina Barba
Mary Julia Barneby
Nicole Barsalona
The Anchor Point Gift Fund of Bradley A. Feld & M. Amy Batchelor
James Bennett
Suzanne B Biegel
Stephanie K. Blackwood
Ashley & Elliott Blanchard
Barbara M. Blount
Jayne L. & Jenna Bussman-Wise
Ginevra Caltagirone
Jacqueline Canney
Patricia T. Carbine
Fiona Carter
Ellen J. Chesler & Matthew Mallow
Color Of Change
Combined Federal Campaign
The Nathan Cummings Foundation
Heidi D'Alessandro
Suzanne Dembroski
Tracy A. Dobson
Nicolette Donen

Donnley-Evans Family Fund
Silvia Dutchevici
Lisa R. Ellis
Juliet Erickson
Pamela Everhart
Family Balance Concepts
Gloria Ann Feldt
Howard & Randee Fischer
Erin Flaherty
Michele Gorcey & Kenneth Biblowitz
The Samuel & Grace Gorlitz Foundation
Sara K. Gould & Rick Surpin
Kelly Granat
Tracy Gray
Aliah Greene
Pam Grissom
Katie Grover & Mike Campbell
Desiree Gruber
Arlene Hahn
Kate & Jerry Hathaway
Deb Heinrich
Margaret L. Hempel
Anne Helen Hess & Craig Kaplan
Susan J. Hessel
Cynthia Holland
Rachelle Hruska MacPherson
Betsee Isenberg
Elise Jaffe
Joan & William Johnson
Gloria L. Joseph
Michelle Jubelirer
Judy M. Judd

Jennifer Justice
Elaine Kant
Robertta Ann Kaplan
Barbara Kennedy
Samantha Kirby
Laura S. Kirk
Kate Klein Fund, Sante Fe Community Foundation
Marjorie Fine Knowles
The Louis J. Kuriansky Foundation
Geraldine & Kit Laybourne
Steven J. Lee
Vivian Lewit
Elsa Limbach
Angelina Lipman
Kelsey Louie
Maureen Mahon
Claire Mercuri
Susan & Annie Merkle-Ward
Kelly Miller
Julianne Moore
Janet Morgan & Damon Torres
Catherine Mulligan
Margo M. Nederlander
Brooke Garber Neidich
Catherine Oppenheimer
Lida Orzeck
Sonya Passi
Carol T. Pencke
Susan Penick
Carol Perrin
Holly Peterson Foundation

Letty Cottin Pogrebin & Bert Pogrebin
Alissa Pollack
Kearney Posner
Lynn Povich
Ken Regal
Francine V. Rivkin & Amy MacDonald
Kit Rohn
Joanne G. Rosen
Amy Rugel
Peter Sagerson
Mary Beth Salerno & Denise Kleis
Jill Saluck
Patricia A. Samuel
Elizabeth Schraft
Rinku Sen

Sarah Senbahar
Jana Shea & Seaview Productions
Pamela Shifman
Janet Singer
Diljeet Singh
Jordan & David Smith
Patty Smyth
Hadley Spanier
Diana Stark
The Dorothy Strelsin Foundation
Kathleen Strohmeier
Sara Stuart
Julia Talasko
Dorothy Q. Thomas
Maya Tichio

Ruth True
Kathleen Turner
Angela Vallot
Sonali Virendra
Marsha Vlasic
Lia Vollack
Thomas & Beryl Watson
Dr. Rachael Wells
Jaleigh White
Verna L. Williams & David Singleton
Marie C. Wilson & Nancy Lee
Judy F. Zankel

Asian Women Giving Circle

\$10,000+

Hyatt Bass

\$2,000-\$9,999

Aditi Davray
Taryn Higashi
Jennifer Hu Hu-Corriggio and
Anthony Corriggio
Patricia J. Kozu
Brigitte and Suok Noh
Shalini Somayaji
Starry Night Fund
Andine Sutarjadi
Elizabeth von Ziegesar-Whip
Joyce Lin-Yueh Yu and Edward Lai

\$1,000-\$1,999

Elia Armstrong
Lily Chang and Paul Hyun
Lisa C. Chen
Steven and Frazer Goldberg
Shinhee Han and Scott Cushman
Courtney Harvey
Helen H. Koh
Hali Lee and Peter Von Ziegesar
Sang Lee

Felicia M. Levy
Paula and James Liang
Susie Lim and David Natter
Jackie Trinh Quan, Esq. and
Patrick Lin
Mary and K. Daniel Riew
Tani H. Takagi
Vivian Tseng

Gloria's Future Fund Individual

Anonymous (2)

Sharon Almany

Mary Backlund

Kimberly A. Baer

Laurie Benenson

Cheryl Bianchi

Lisabeth G. Boyce

Elizabeth Bremner & Karen Crow

Lindsay Bubar

Helen Bill Casey

Susan Nora Clark

Michelle M. Clarkin

Sheila Collins

Bernice Colman

Jane S. Comer

Ginny Corsi

Regina Cowles

Robbin Crabtree

Jamie L. Denenberg

Susan Dickler & the Oma Fund

Jodie Evans

Valerie I. Fennell

Marjorie Fine

Rebecca Flint

Bridget S. Fonger

Rhona Frank

Jodell S. Gabriel

Tracy D. Gary

Sheila Gershen

Debra Green

Alice Greenhouse

Kathryn Gregorio

Susan A. Grode

Katie Grover and Mike Campbell

Leigh Hallingby

Nancy L. Hamilton

Mary C. Helf

Karen Hillenburg

Adelade Hixon

Sharon E. Howe

Sherry Jubilo

Jena Kanetake-Ingram

Julie F. Kay

Denise Kleis

Carol F. King

Marjorie F. Knowles

Ellen L. Konrad

Alicia B. Lara

Ava Lazar

Diane Lebow

Dorothy E. Lee

Suzanne L. Lerner

Monica Levin

Lucia Woods Lindley

Harriet Lipson

Amy C. Liss

Heidi M. Lloyd

Lora Lonsberry

Eleanor Y. Lord

Ruthann Lorentzen

Margaret & William Lynch

Schoene Mahmood

Patricia Y. Martin

Michele M. Mattei

Catherine Meek

Irene Mink

Ruthi Muffler

Monica L. Nelson

Vanessa Osman

Catherine M. Park

Katy Parks Wilson

Jennifer L. Pate

Anika Rahman

Catherine Raphael

Bernardine Rice

Diana I. Rigg

Ene Riisna
Trudi S. Riley
Francine V. Rivkin
Mary Rose
Mary Sue Rose
Lynne Rosenthal, Leo S. Guthman Fund
Mary Beth Salerno
Elizabeth M. Schmitt
Lindsay J. Schutz
Ellen A. Schwartz

Fran L. Seegull
Martine Shahar
June A. Siebert
Claire A. Siesfeld
Jane A. Silverman
Audrey Simmon
Gloria Steinem
Lisa E. Stone
Bonnie Stylides

Tanisha L. Tate
Kate Tickel
Nancy L. Toder
Melanie S. Tomanov
Julie Tugend
Guinevere Turner
Monica Wehrle and Harriet Miller
Susan M. Wolford
Cora R. Wortman
Teresa C. Younger

Gloria's Future Fund: Estates

Alice A. Atchison
Beverly Balch Allinsmith
Suzanne Barnett
Alfred J. Berger
Katherine Brownlie
Edith Coulter
Shirley Cucchi
Christine J. Drennan
Manfred W. Ehrich
Dr. Idella M. Evans
Elaine Fine
Elthea A. Gill
Carolyn Gunn Strickler

Dorothy Jane Haegele
Rosetta W. Harris
Linda J. Henry
Marion Holmes
Margaret E. Jacobs
Dolly L. Maass
Victoria J. Mastrobuono
Bambi McDonald
Cynthia McLachlan
Helen Mintz
Elli Nilsen
Leslie Prince
Sylvia Geraldine Radyx

Ingrid Reti
Constance M. Rogier
Louise Rosenfield Noun
Marion Sawyer
Barbara Sherman
Jean L. Sherman
Jane Sherwin Schwartz
Jessie Sinclair Smith
Freddy Sirott Engelman
Vera Skubic
Carolyn Sonfield
Anne Thaler
Edith VanHorn

Statement of Activities

For the years ended June 30, 2019 and June 30, 2018 Combined

| PUBLIC SUPPORT AND REVENUE | 2019 | 2018 |
|---|---------------------|---------------------|
| Contributions (Including Grants) | \$9,710,738 | \$7,352,033 |
| Special Events (Net Of Expenses) | \$668,384 | \$590,889 |
| Net Investment Income | \$461,283 | \$371,147 |
| Net Realized (Loss) Gain On Investment Transactions | \$3,226,692 | \$2,363,940 |
| Other Income | \$48,152 | \$6,423 |
| Total Public Support And Revenue | \$14,115,249 | \$10,684,432 |
| OPERATING EXPENSES | 2019 | 2018 |
| Program Services | | |
| Grants and Capacity Building | \$4,731,235 | \$3,791,431 |
| Advocacy and Policy | \$34,357 | \$189,953 |
| Public Education | \$739,098 | \$805,622 |
| Total Program Services | \$5,504,690 | \$4,787,006 |
| Supporting Services | | |
| General and Administration | \$1,235,442 | \$1,144,903 |
| Fundraising | \$1,140,259 | \$1,137,623 |
| Total Supporting Services | \$2,375,701 | \$2,282,526 |
| Total Operating Expenses | \$7,880,391 | \$7,069,532 |
| Total Change In Net Assets (Including Unrealized Loss On Investment) | \$3,699,149 | \$3,699,149 |

COMPOSITION OF ASSETS

| | 2019 | 2018 |
|-----------------------------------|---------------------|---------------------|
| Unrestricted Net Assets | \$2,411,688 | \$2,333,414 |
| Temporarily Restricted Net Assets | \$19,949,127 | \$16,497,067 |
| Permanently Restricted Net Assets | \$24,583,958 | \$24,729,295 |
| Total Net Assets | \$46,944,773 | \$43,559,776 |

